



WARRINGTON BOARD OF SUPERVISORS MINUTES FOR AUGUST 9, 2016

The written minutes are a summary of the August 9, 2016 Board of Supervisors meeting. For a complete dialog visit the Township's website, www.warringtontownship.org.

ATTENDANCE

Shirley A. Yannich, Chair; Carol T. Baker, Vice Chair; Millie A. Seliga, Member, Fred R. Gaines, Member and Matthew H. Hallowell, Sr., Member. Staff present was Barry P. Luber, Township Manager/Assistant Township Manager/CFO/Board Treasurer; Terry W. Clemons, Esq., Township Solicitor, Thomas Zarko, P.E., CKS Engineers, Township Engineer and Barbara J. Livrone, Executive Assistant to the Township Manager/Board Secretary.

CALL TO ORDER: Ms. Yannich opened the meeting at 7:30 P.M. and stated all Board members were present.

PLEDGE OF ALLEGIANCE

Ms. Yannich followed the Call to Order with a pledge to the flag.

PUBLIC WATER MEETING OF AUGUST 8, 2016

Ms. Yannich spoke about the public water meeting held by the Township on August 8, 2016 in the auditorium of Central Bucks High School South. Ms. Yannich asked the solicitor to read a resolution describing the background of the primary wells within the Township that supply water to the eastern section of the Township. The Board agreed to fully integrate its existing water distribution system with the NWWA and supports the continuing efforts of the Water and Sewer Department to obtain funds from the Air National Guard and other governmental officials (Attachment "A").

A motion was made by Mr. Gaines, seconded by Ms. Baker to accept the resolution as read by the solicitor. By roll call vote, the motion passed 5-0.

The following residents provided public comment:

- Ernest Montella (2117 Georges Lane)
- Colleen Nahill 202 Fulgens Court
- Jean McKenna (1526 W. Cobblestone Circle)
- Kyle Bagenstose, Reporter from the Intelligencer
- Chris Beresovoy (2505 Cindy Lane)
- Susan Wenzke (2090 Dapple Drive)
- Dr. Connie Ace (1067 Folly Road)
- John McConnell (206 Trellis Drive)
- Rob Snarr (2171 Robin Road)
- Marlene Haney (2489 Orchard Place)
- Linda Giacomelli 738 Honora Street
- Mary Lee Roth (2478 Orchard Place)
- Rosemary and Paul Fricker (2486 Orchard Place) – thanked the Board for listening.
- Larry Menkes (741 Clifford Street, Warminster)

EXECUTIVE SESSION REPORT:

- **Discussion of Township Manager Employment Agreement:** Ms. Yannich stated an Executive Session was held at 7:00 PM prior to the August 9th Board of Supervisors meeting to discuss the employment agreement for the Township Manager. Mr. Clemons described the employment agreement between the Board of Supervisors and Barry P. Luber effective July 26, 2016. Mr. Luber will receive a starting annual salary of \$129,500.00 with periodic increases; benefit package, pension plan; use of township vehicle and other benefits associated with the position (Attachment "B).

A motion was made by Mr. Gaines, seconded by Mr. Hallowell to offer the position as Township Manager to Barry P. Luber as per the Employment Agreement. By roll call vote, the motion passed 5-0.

SPECIAL RECOGNITION WARRINGTON COMMUNITY DAY PRESENTATION SAS GEOSPATIAL, LLC AND BUFFALO WILD WINGS

Ms. Yannich asked Mr. Hallowell to recognize SAS Geospatial, LLC and Buffalo Wild Wings as Bronze sponsors of the Township's 2015 Warrington Community Day event. Ms. Beverly Y. Smith, Office Manager of SAS Geospatial, LLC received the Township's plaque on behalf of SAS Geospatial, LLC in Warrington. Mr. Rich Rambo, General Manager and Cynthia Truman, Manager of Buffalo Wild Wings received the Township's plaque on behalf of Buffalo Wild Wings. Both indicated their continued sponsorship for 2016.

APPROVAL OF BILL LIST:**1. July 26, 2016 – August 9, 2016: \$ 917,852.50**

Ms. Seliga motioned, seconded by Mr. Hallowell to approve the bill list from July 26, 2016 through August 9, 2016 totaling \$917,852.50. Ms. Seliga questioned a capital expenditure and Mr. Luber answered the inquiry. All were in favor and the motion passed 5-0.

APPROVAL OF MINUTES:**2. July 12, 2016**

Ms. Yannich noted all were in favor of approving the July 12, 2016 minutes and passed 5-0.

MINUTES FOR POSTING:**3. July 26, 2016**

Ms. Yannich noted all Mr. Gaines had skyped in for the July 26, 2016 meeting. All were in favor to post the July 26, 2016 meeting and the motion passed 5-0. Ms. Seliga noted two corrections were made.

4. August 3, 2016 Field Tour of Water Facilities

Ms. Yannich noted all supervisors attended the tour of the water facilities with the exception of Ms. Baker. All were in favor to post the August 3, 2016 minutes and passed 5-0.

PUBLIC COMMENT (*The Board will hear from any interested resident or taxpayer who would like to comment on an item not on this evening's agenda. Respondents are asked to keep their comments to 3 minutes.*)

Ms. Yannich announced comments will be held at three minutes.

The following residents gave public comment:

- Al Pastore (2434 Park Road) asked if there will be a moratorium on new building due to obtaining NWWA water. Ms. Yannich stated the Planning Commission is reviewing the Comprehensive Plan. Mr. Gaines stated there is unlimited water available for the R-A District.
- John McConnell (206 Trellis Drive) questioned Victory Gardens trailers on Pickertown Road and the mulch fire at Geerlings on Street Road. Mr. Zarko explained the weight restrictions on township roads are part of a study for the recodification. Mr. Hollowell explained two years ago the Dept of Agriculture declared the Gearing tract as agriculture. Ms. Yannich directed staff to research if the Dept of Agriculture sends out inspectors to the farm.
- Dr. Connie Ace (1067 Folly Road) questioned the road bed to determine eighteen wheel trailers on the roads. Mr. Zarko said sight distances are used.
- Bob True (2754 Spring Meadow Lane) requested a list of permits for his neighbors last year. He requested a list this year and found to be the same. He stated work has been done but permits have not been issued. Mr. Clemons requested Mr. True to contact Roy Rieder to review the files.

PUBLIC HEARING: None

OLD BUSINESS:

5. Consider authorization to negotiate an agreement with North Wales Water Authority to purchase additional capacity.

The Board of Supervisors Chair moved this item and addressed it after the Pledge of Allegiance. A resolution was approved by the Board.

6. Discussion to reschedule date for Work Session (from August 30th).

Ms. Yannich announced the work session will be moved to September 13, 2016 starting at 6:00 PM.

7. Update on Park Road/School Lane.

Mr. Lubber met with the residents and gave the following update:

The construction cost for the propose trail on Park Road is \$100,000 and \$60,000 for School Lane. This cost does not include engineering costs which would be an additional twenty percent (20%). Mr. Lubber obtained a cost from the contractor for speed humps which would be \$26,400. Mr. Lubber noted that reflectors are already installed along the side of the road.

Public Comments:

- Resident from Continental Drive asked for the location of the trail. Mr. Zarko said north on Park Road from Rte. 611.
- Ms. Seliga questioned the amount of money that has been spent on engineering studies.
- Jeff Bigelow (2470 Park Road) thanked Mr. Lubber and Mr. Zarko for meeting with the residents. Mr. Bigelow asked about the traffic study for the new High Grove Manor development. Mr. Zarko said the study is on-line.

- Al Pastore (2434 Park Road) stated there is still a lot of traffic traveling on Park Road.
- Mary Rueger (1279 School Lane) is not in favor of cutting down trees on either street for a trail.

Based on the meeting with the residents, the overwhelming response is to forego the trail and install the speed humps.

NEW BUSINESS (ACTION/DISCUSSION ITEMS):

8. Consider appointment of volunteer for Open Space and Land Preservation Task Force (OSLPTF).

Ms. Yannich recommended the appointment of James Bruce to fulfill a vacancy on the OSLPTF.

All were in favor to appoint Mr. Bruce to the Open Space and Land Preservation Task Force for a term that expires 12/31/16.

9. Consider appointment of Veteran Affairs Committee (VAC) volunteer.

Ms. Yannich attended a VAC meeting and stated Mr. Groman has already started a recycling program for veterans.

All were in favor to appoint Oliver Groman, Jr. to the Veteran Affairs Committee for a term that expires 12/3/19.

10. Consider bid award for Valley Road Pump Station Upgrade.

Mr. Zarko stated this project was re-bid on July 25, 2016. The low bidder for the base amount of \$188,841.00 and the alternate bid for \$23,717.00 was recommended to be awarded to Blooming Glen Contractors, Inc, of Perkasio, PA for a total amount of \$212,558.00.

Ms. Seliga motioned, seconded by Mr. Hallowell to award the bid for the Valley Road Pump Station Upgrade to Blooming Glen Contractors, Inc., of Perkasio, PA. All were in favor, the motion passed 5-0.

11. INTERIM MANAGER'S REPORT

a. Budget Timeline

Mr. Luber described the proposed timeline for the 2017 Budget. Mr. Luber requested three (3) budget work sessions: September 13, October 11 and October 25, 2016, starting at 6:00 PM.

Mr. Hallowell motioned, seconded by Ms. Baker to advertise all three (3) dates to hold budget work sessions. All were in favor, the motion passed 5-0.

12. ENGINEER'S REPORT:

a. General Update

Mr. Zarko reported on the Willow Knoll parking project. The residents submitted a plan that had three parking spaces in an inappropriate location. The residents will make the changes to the plan and resubmit the plan to the Township. Mr. Zarko indicated spaces will be leased to a homeowners association and signs are proposed to be installed stating the parking spaces are assigned. A meeting will be set up with the residents before the final plan is submitted to the Supervisors.

13. SOLICITOR'S REPORT:

Mr. Clemons prepared a memorandum and resolution for a proposed mercantile tax to be instituted by the Township and forwarded to the Bucks County Association of Township Officials (BCATO).

Ms. Seliga motioned, seconded by Mr. Gaines to forward the resolution to BCATO for their September 8th meeting, then to PSATS to present to the legislators. The motion passed 4-1, with Mr. Hallowell voting no.

14. ESCROW AND MAINTENANCE BOND RELEASES:**a. Valley Gate – Walmart (Retail A) Escrow Release No. 1 (Final)**

Mr. Luber reported Carroll Engineering Corporation requested the release of escrow stating all work has been completed. The amount of the release is \$444,211.13. Mr. Clemons stated this release is for all internal improvements and not for any improvements to be dedicated to the Township.

Ms. Baker motioned, seconded by Mr. Hallowell to approve the final Escrow Release No. 1. Before approval, Mr. Gaines noted that currently twenty five percent of the parking lot is excavated. Ms. Seliga requested CKS to investigate before the release is approved.

Ms. Baker motioned, seconded by Ms. Yannich to table the Valley Gate – Walmart (Retail A) Escrow Release No. 1 (Final) until the August 23rd meeting. All were in favor, the motion passed 5-0.

15. EXTENSION REQUESTS: None**DEDICATION REQUESTS:****a. Consider Letter of Credit for Valley Square Lifestyle, L.P.**

Mr. Clemons recommended forwarding the Letter of Credit issued February 24, 2009 for Valley Square Lifestyle, LP back to Firsttrust Bank.

Mr. Gaines motioned, seconded by Ms. Baker to authorize the township secretary to return the Letter of Credit # 655 for Valley Square Lifestyle, L.P. to Firsttrust Bank. All were in favor, the motion passed 5-0.

b. Consider Deeds for Water and Sewer Management and Landscape Plans for Valley Square Lifestyle, L.P.

Mr. Clemons reported two Deeds of Easement were prepared – one for the water main and the other for the sewer main for Valley Square Lifestyle, L.P. However, the attachments to both Deeds have not been prepared. Mr. Clemons is working with the attorney for IStar Harrisburg Business Trust to replant the trees. Anticipated planting of trees along Main Street and Easton Road is October 2016.

SUPERVISOR COMMENTS:

Mr. Hallowell reported that the Public Works Department has raised the inlets on Pickertown Road and is preparing the road for paving. The Public Works department cut the grass within the right-of-way along Folly Road, next to the Illg property. The Park and Recreation Department is reviewing a tot lot for High Grove Manor Development. Also, the Park and Recreation Department is pleased with the renovations made at Barness Park.

Ms. Baker reported the Emergency Management Services Plan is being updated by Lee Greenberg. Once completed, it will be presented to the Board of Supervisors for approval.

Mr. Gaines stated the Bike and Hike Trails Committee wants to form a hiking club and may need a release form. Mr. Clemons said a release form is recommended but not required.

Ms. Yannich requested someone to get in touch with Madeline Egenolf regarding a stipulation. Mr. Clemons said that he is preparing an amendment to a stipulation.

ADJOURNMENT

There being no further business Mr. Hallowell motioned, seconded by Ms. Seliga, to adjourn the meeting at 10:05 p.m. The motion passed 5-0.

Respectfully Submitted By:



Barbara J. Livrone, Township Secretary

Attachment "A"



RESOLUTION 2016-R- 44

RESOLUTION OF THE BOARD OF SUPERVISORS
OF WARRINGTON TOWNSHIP, BUCKS COUNTY, PA

August 9, 2016

This Resolution is made this 9th day of August, 2016, by the duly elected and appointed Supervisors of Warrington Township, Bucks County, PA.

WHEREAS, five (5) of the Township's primary water supply wells, providing the Water and Sewer Department with as much as 1.4 million gallons of water per day (MGD), recently have been taken out of service due to the detection of certain Perfluorocarbon (PFC) compounds in excess of either provisional or final Health Advisory Levels (HALs) established by the U.S. Environmental Protection Agency, while the remaining three operational water supply wells have detected levels of PFC, but at levels currently below the applicable HAL;

WHEREAS, the source of the PFCs has been identified to be surface and groundwater discharged or migrating from the former Willow Grove Naval Air Station, portions of which continue to be operated by the Air National Guard (the "Base"), due to the historic use of PFC-containing fire-fighting foam;

WHEREAS, at several public forums many Township residents have expressed their concern for the health effects of PFCs in the public water supply system, and have raised questions concerning the safety of consuming and bathing in water containing PFCs at levels below the HAL, and have repeatedly expressed their strong preference to have the Water and Sewer Department move to a water supply system that is served by water sources that do not have detectable levels of PFCs;

WHEREAS, the Board of Supervisors has carefully evaluated these issues with the guidance and advice of the Water and Sewer Department staff, and its consulting engineers, hydrogeologist and legal counsel, and in consideration of the potential dangers posed by exposure to PFCs in drinking water, and the emerging nature of the technical and health-related information respecting these contaminants,

NOW THEREFORE, be it resolved as follows:

1. The Township Manager, Director of the Water and Sewer Department and Township Solicitor are hereby authorized and directed to forthwith initiate negotiations with the NWWA to determine, in light of NWWA Executive Director [?] Robert Bender's statements at the public forum held on August 8, 2016, whether and under what terms and conditions the Water and Sewer Department can replace the Township's current PFC-impacted groundwater supply system with appropriately treated surface water obtained from the NWWA, so that the Water and Sewer Department's PFC-impacted groundwater supply wells can be relegated to back-up and emergency use once Pa DEP-approved

treatment systems designed to meet a "non-detect" standard for PFCs (at 2 parts per trillion) have been installed; and

2. The Township Manager, Director of the Water and Sewer Department and/or Solicitor are further directed to report progress to the Board on a weekly or more frequent basis as negotiations advance and on any other developments in the pursuit of funding for these initiatives; and

3. Simultaneously, the Water and Sewer Department and Solicitor are directed to continue to advance negotiations with the Air National Guard ("ANG") and other governmental officials to identify other sources of funding to enable the Water and Sewer Department to add interconnections, booster stations and other facilities needed to more fully integrate the Township's water distribution system while both assuring the security of the system for fire protection purposes; and


4. The Water and Sewer Department shall continue to maximize the purchase and distribution within its own water distribution system of non-PFC-containing and otherwise safe drinking water purchased from the NWWA; and

5. The Board recognizes the current physical system limitations on the ability of the Water and Sewer Department to more fully integrate its existing water distribution system with the NWWA, and supports the continuing efforts of the Water and Sewer Department to obtain funds to effect necessary changes to both systems to assure that the water distribution systems can be more fully integrated, so water purchased from NWWA can achieve more widespread distribution within the Warrington Township system.

RESOLVED, this 9th day of August, 2016.

BOARD OF SUPERVISORS OF WARRINGTON TOWNSHIP

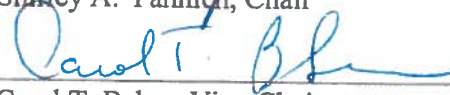
ATTEST:



Barry P. Lubber
Interim Township Manager



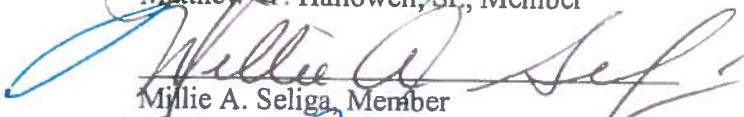
Shirley A. Yannich, Chair



Carol T. Baker, Vice-Chair



Matthew W. Hallowell, Sr., Member



Millie A. Seliga, Member



Fred A. Gaines, Member

BACKGROUND FOR ADOPTION OF RESOLUTION TO OBTAIN ADDITIONAL WATER FROM NWWA

Warrington Township operates a permitted public water supply system serving some 7,500 households and businesses within the Township's boundaries, reaching as many as 20,000+ Township residents or visitors to the community. The Township relies, and has historically relied on area groundwater resources as the primary source of source water for its public water supply system, operating as many as 9 water supply wells strategically located around the Township so as to efficiently distribute and service its water distribution system.

Since approximately 1996, the Township has supplemented water supplied from its local groundwater resources with water purchased from the North Wales Water Authority, (NWWA) through an interconnection with its Forest Park Water Treatment Plant. NWWA relies on surface water sources, and not groundwater sources, for raw water supplied and distributed within the western part of its water supply system.

Five (5) of the Township's primary water supply wells, providing the Water and Sewer Department with as much as 1.4 million gallons of water per day (MGD), recently have been taken out of service due to the detection of certain Perfluorinated (PFC) compounds in excess of either provisional or final Health Advisory Levels (HALs) established by the U.S. Environmental Protection Agency, while the remaining three operational water supply wells have detected levels of PFC, but at levels currently below the applicable HAL. The source of the PFCs has been identified to be surface and groundwater discharged or migrating from the former Willow Grove Naval Air Station, portions of which continue to be operated by the Air National Guard (the "Base"), due to the historic use of PFC-containing fire-fighting foam.

The Township, under the Supervision of the Board of Supervisors, has been working closely with federal and state regulatory agencies and the Air National Guard (ANG), to respond to the release and threatened release of PFCs from the Base, and has secured through a Cooperative Agreement, funds to, among other things, install PFC-capable treatment systems on three of its supply wells, purchase replacement water and take certain other actions as specified therein.

There are over 1,000 private residences and businesses within the Township who are not connected to Township's or any other public water supply system and who rely upon their own private water supply wells for their water needs. The Township has been advised by state and federal officials that a number of these private wells within the Township also have been found to contain PFCs at or above the HAL and the Township has been asked by ANG, under the terms of the Cooperative Agreement, to provide public water supply interconnections to these affected residents and businesses, which is an on-going process.

The U.S. EPA and ANG continue to test and evaluate private water supply wells located in a projected downgradient direction from the Base, as they evaluate where PFCs have migrated in the groundwater system, and it is anticipated that additional residents and businesses will need to be connected to the Township's public water supply system.

At several public forums, many Township residents have expressed their concern for the health effects of PFCs in the public water supply system, and have raised questions concerning the safety of consuming and bathing in water containing PFCs at levels below the HAL, and have repeatedly expressed their strong preference to have the Township move to a water supply system that is primarily, if not exclusively, served by water sources that do not have detectable levels of PFCs.

Since the PFC detections were first reported and Township wells taken out of service, the Township has significantly expanded its purchase and distribution of water obtained from the NWWA, which has been treated and distributed from NWWA's Forest Park Treatment Plant located in neighboring New Britain Township. There currently are physical limitations on the ability of the Township to fully integrate NWWA water purchases into its existing water distribution system, particularly on the eastern portion of the system where PFC impacts have been discovered. The Township and its engineers have been working diligently to design and construct additional facilities in the form of interconnections and at least one booster station upgrade so as to enable the Township to obtain and fully distribute additional water purchases from the Forest Park Water Treatment Plant while simultaneously negotiating with ANG for funding needed to pay for these design and system facility improvements, which will cost in excess of one million dollars (\$1,000,000.00).

The Board expresses its appreciation for, and confidence in the management of the Township. In particular, the Board is appreciative for its pro-active investigation and implementation of measures designed to protect the health and safety of Township residents from the emerging threat posed by the presence of PFCs in area groundwater; to assure the integrity of its water supply system, and the Township's significant investment in this important asset of the Township. The Board also formally expresses its support for the Township's continued implementation of all reasonably prudent measures needed to assure that the Township's water supply exceeds all applicable health and safety standards established by U.S. EPA, the Pennsylvania Department of Environmental Protection, and other public health authorities respecting PFCs and any other regulated contaminants. These efforts include increased frequency of PFC sampling to enable the Township to more frequently monitor, and more quickly detect any changes in PFC concentrations that have the potential to impact public health or safety.

ATTACHMENT "B"

TOWNSHIP MANAGER EMPLOYMENT AGREEMENT

THIS AGREEMENT is entered into as of the 26th day of July, 2016 by and between the Board of Supervisors of Warrington Township, 852 Easton Road, Warrington PA 18976 ("**Board**") and **Barry P. Luber**, _____ ("**Manager**"), and states the terms and conditions of employment for the position of Township Manager as follows:

I. **Effective Date:** The effective date of this Agreement is as of July 26, 2016.

II. **Duties of Manager:** Manager shall faithfully perform the duties of Township Manager as stated in Ordinance No. 77-9, adopted December 20, 1977 ("**Manager Ordinance**") as more specifically stated herein. The Manager shall perform the following duties and shall have authority to perform all actions authorized hereby:

A. The supervision and responsibility for the activities of those municipal departments as determined from time to time by the Board of Supervisors by formal resolution.

B. Responsibility for hiring, and when necessary for the good of the Township, discharging or disciplining employees of the Township under his supervision; provided, that any employee covered by civil service status or covered by the tenure acts of the Commonwealth of Pennsylvania shall be hired, disciplined, or discharged in accordance with such statutes. Prior approval by the Board is required prior to hiring of any employee or contracting for performance of any work, the cost of which exceeds \$19,400.00, (subject to adjustment as permitted by Section 3102 of the Second Class Township Code). The Manager shall report, at the next regular meeting thereafter of the Board of Supervisors, any personnel action taken by the authority of this Section. No person shall be discharged or disciplined without cause.

C. Preparation and submission to the Board of Supervisors an annual budget together with an explanatory budget message in conformity with the applicable provisions of the Second Class Township Code.

D. Responsibility for the administration of the budget after it is adopted by the Board of Supervisors.

E. Responsibility for attending and preparing the agenda for all meetings of the Board of Supervisors including any necessary documentation relative thereto. He shall receive notice of all committees, boards and commissions of the Township and

shall be entitled to attend and take part in such meetings as he deems necessary to fulfill his duties hereunder.

F. In informing the Board of Supervisors as to the conduct of Township affairs and in furtherance thereof submitting periodic reports on the condition of the Township finances and such other reports as the Board of Supervisors may from time to time request.

G. Responsibility for letting of contracts in due form in accordance with law and supervision of the faithful performance of all contracts, except in such instances as these duties are expressly imposed upon some other Township official by law. Specifically, compliance with the provisions of Article XXXI, of the Second Class Township Code, as same may from time to time be amended is required with respect to all contracts within the purview of that Article. Prior approval by the Board is required before the letting of any contract for an amount in excess of nineteen thousand four hundred dollars (\$19,400.00), subject to adjustment as permitted by Section 3102 of the Second Class Township Code.

H. Responsibility for enforcing the provisions of all contracts, agreements, franchises, leases, permits and privileges granted by the Township and collection of all monies due and owing to the Township and for any proceedings which may be necessary for security and collection of all Township claims.

I. Responsibility for action as the purchasing agent of the Township and in this capacity all purchases shall be made in strict compliance with the provisions of the Second Class Township Code, including maintenance of an accurate account of all purchases made and the issuance and implementation of appropriate rules and regulations governing the requisition and purchasing of all municipal supplies and equipment. Purchases from an individual vendor in the aggregate amount of \$19,400.00 (subject to adjustment as permitted by Section 3102 of the Second Class Township Code) shall be subject to prior approval by the Board.

J. Responsibility for investigation and disposition of all complaints regarding services or personnel of the Township including the submission of timely reports thereon to the Board of Supervisors.

K. Employment by and with the approval of the Board of Supervisors, experts and consultants to perform work and to advise in connection with any functions of the Township acting at all times in the best interest of the Township and in conformity with the Second Class Township Code.

III. Salary and Benefits: The Manager shall be compensated and shall receive benefits as follows:

A. Starting Annual Salary: \$129,500.00

B. Upon a favorable review after being employed for six months in the position, Manager shall receive a minimum salary increase of 4%.

C. Upon a favorable review after being employed for 18 months in the position, Manager shall receive a 4% salary increase. The 18 month review shall occur as soon as practical following the reorganization meeting of the Board in January, 2018.

D. Following the salary increase received after being employed by Township for a period of 18 months, Manager shall receive annual salary increases of not less than 3%.

E. Holidays: Ten (10) as per Personnel Policy.

F. Paid Time Offs: As per Personnel Policy plus 5 days.

G. Bereavement Leave: As per Personnel Policy.

H. Health Insurance: As per Personnel Policy

I. Short and Long Term Disability: As per Personnel Policy

J. Life Insurance: \$250,000.00.

K. Deferred Contribution Pension Plan: Township shall match Manager's contribution to an IRS 457 Plan of up to 5% of Manager's salary.

L. Township Vehicle: Manager will be provided a Township vehicle costing an amount not to exceed \$28,000.00 for use while on Township business and for travel to and from work (including incidental local stops during commute). Township agrees to pay all expenses related to the use of this vehicle.

M. Township agrees to budget and pay for professional dues, subscriptions and participation in conferences through such professional organizations as the Association for Pennsylvania Municipal Management Government Finance Officers Association, ICMA, Pennsylvania State Association of Township Supervisors, and Bucks County Association of Township Officials. Township agrees to consider additional conferences and/or professional development activities during the budgeting process.

N. Except as specified above, the Manager shall be entitled to all benefits as provided for in the Township's Employee Handbook.

O. Township recognizes that certain expenses of a non-personal but job related nature may be incurred by the Manager, and agrees to reimburse or to pay such general expenses, if reasonable. The finance administrator is authorized to disburse

such moneys upon receipt of duly executed expense or petty cash vouchers, receipts, statements or personal affidavits.

P. The Township recognizes the value of having the Manager participate and be directly involved in local civic clubs or organizations. Accordingly, Township shall pay for the reasonable membership fees and/or dues to enable the Manager to become an active member in local civic clubs or organizations.

IV. Performance Reviews: The Board of Supervisors agrees to review the Manager's performance annually after the reviews provided Under Article III. B and C. hereof.

V. Management Employee: Manager and Board understand and agree that the position of Township Manager is a management position. Manager shall work such hours as are necessary to ensure maximum efficiency in the operation of Warrington Township. The hours of employment shall be a minimum of forty (40) hours per week plus any additional hours required by the position. No overtime pay nor compensatory time shall be paid unless separately agreed to by the Board and the Manager.

VI. No Outside Employment: The Manager shall not engage in other employment while serving as Township Manager, unless approved in writing by the Board of Supervisors.

VII. Termination: As required under Section 1301 (a.1) of the Second Class Township Code, this Agreement shall terminate on the date of the organizational meeting following each municipal election unless it is extended or renewed at such organizational meeting. Unless modified, a Resolution approving the continued employment of Barry P. Luber as Manager shall extend this Agreement until the organizational meeting following the next municipal election and so on until such time as his employment is terminated or this Agreement is modified or amended in writing.

VIII. Severance Benefits: In the event this Employment Agreement terminates or expires either pursuant to Article VII of this Agreement, by operation of Section 1301 (a.1) of the Second Class Township Code, or for any reason other than termination for cause, Manager shall receive: one month of salary for each year or part of year he served as an employee of the Township and shall be maintained on the Township's health insurance policy one month for each year or part of year he served as an employee of the Township. A termination for cause shall be for any reason an employee is permitted to be terminated for wrongful conduct under the Township Employee Handbook, of a felony or conviction of a crime involving dishonesty. In the event Manager is terminated for cause, Manager shall not be entitled to severance benefits.

IX. Bond: Manager shall be bonded in such an amount as approved by Township, but in no event for less than \$5,000.00 as required by the Manager Ordinance. Township shall pay the cost of the bond.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, have hereunto set their hands and seals the day and year first above written.

MANAGER:



Barry P. Luber

TOWNSHIP:



Shirley A. Yannich, Chair



Carol T. Baker, Vice Chair



Fred R. Gaines, member



Matthew W. Hallowell, member



Millie A. Seliga, member