

**SPRINGETTSBURY AND SPRING GARDEN TOWNSHIPS
JOINT MUNICIPAL GOVERNING BODIES**

**JANUARY 16, 2007
APPROVED**

A meeting of the Joint Fire Services Committee and the municipal boards of Springettsbury and Spring Garden Townships met on Tuesday, January 16, 2007 at 7:00 p.m. at the Springettsbury Township Offices located at 1501 Mt. Zion Road, York, PA.

**AD-HOC COMMITTEE MEMBERS
IN ATTENDANCE:**

Austin Hunt, Spring Garden Township
Bill Schenck, Springettsbury Township
Todd Langehein, Springettsbury Township Alternate
Ellen Freireich, Springettsbury Township
Jon Countess, Spring Garden Township
Bill Mader, Spring Garden Township Alternate
John Fullmer, Spring Garden Township
Holly Gumke, Spring Garden Township
Don Bishop, Springettsbury Township

**MUNICIPAL BOARD MEMBERS, FIRE COMPANY AND STAFF MEMBERS
IN ATTENDANCE:**

Nick Gurreri, Springettsbury Township
Mike Bowman, Springettsbury Township
George Dvoryak, Springettsbury Township
John Holman, Springettsbury Township Manager
Greg Maust, Spring Garden Township Manager
Les Adams, Carroll Buracker & Associates
Andrew Stern, Springettsbury Director, Fire Services
Barry Emig, Spring Garden Fire Chief
Don Eckert, Springettsbury Township
Dave Eckman, Springettsbury Township
Tony Surtasky, Springettsbury Township
Zane Sjoberg, Spring Garden Township
George Mount, Springettsbury Township
Rob Carpenter, Springettsbury Township
Joe Barron, Spring Garden Township
Don Rohrbaugh, Spring Garden Township
Richard Guyer, Spring Garden Township
Matthew Shorb, Spring Garden Township
Amanda Amsapacher, Springettsbury Township
Jean Abreght, Stenographer

1. Call to Order

SCHENCK Springettsbury Township Chairman Schenck called the meeting to order at 7 p.m. He welcomed the attendees to the meeting of both municipal boards of Spring Garden and Springettsbury Townships. He stated that the meeting of both boards had been advertised and as a result are legal, functioning meetings of both municipalities.

2. Pledge of Allegiance

SCHENCK Mr. Schenck led the Pledge of Allegiance.

3. Introduction of the ADHOC Committee Members

Each member of the AdHoc Committee introduced themselves and are noted in the list of Members in Attendance.

SCHENCK Mr. Schenck thanked the Citizens at Large who participated in the fire study. The citizens had participated for nearly a year and a half into this effort, and he wanted them to know that it had been greatly appreciated. He asked Chairman Austin Hunt for introductions of the Ad-Hoc Committee members. Chairman Schenck stated that the Ad Hoc Committee wanted to present to the joint boards and municipalities information that had come forward during the year and a half study. He turned the meeting over to Chairman Austin Hunt.

HUNT Chairman Austin Hunt stated that the goal for the meeting was to provide information and recommendations for review and action during the next advertised meetings. He stated that Fire Chief Barry Emig had been requested by Commissioner Gumke to provide a brief video presentation regarding fire services.

4. Progression of a Fire – Chief Barry Emig

EMIG Chief Emig reported that there might be people in the audience who were not affiliated with fire services and the procedures to be followed. He provided the timeline of a fire in a video presentation. He noted the importance of smoke detectors as a warning device and the urgency of evacuating the premises of a fire within the first minute, minute and a half. Flash over occurs at 1100 degrees at ceiling level and is used as a benchmark described in the study.

GUMKE Commissioner Gumke stated that she had requested Chief Emig to provide the video presentation to educate everyone concerning the very short period of time that it takes to engulf a room where people's lives are at risk. She wanted to emphasize how grateful the people are that the Firefighters act quickly in response to fires within the municipalities.

EMIG Chief Emig stated from the time a fire is noticed and called it in to the dispatch center, the center has two minutes to process the call. The fire department has a minute to respond, four minutes to arrive, and on their arrival begin operation from seconds to one minute. The fire shown in the video presentation was three minutes and five seconds to flash over. Chief Emig detailed some of the training and duties of the firefighter. He emphasized that there are only so many firefighters and many different responsibilities, which led up to the fire study.

HUNT Mr. Hunt thanked Chief Emig for his presentation and introduced Les Adams, the Consultant from Carroll Buracher and Associates. Mr. Adams had been an extremely valuable resource in bringing in fresh ideas, as well as his experience as a long-time firefighter who really understood the technical side of firefighting. He had completed mergers all over the country of fire services and some EMS services, as well as some mergers of volunteer companies in Pennsylvania; however, this will be the first merger of career fire departments in Pennsylvania. Because of the issue of a potential merging of career fire departments, the project had drawn much attention, and the participants had been developing as it had moved forward.

5. Regionalization Study: Presentation – Les Adams

ADAMS Mr. Adams stated that he appreciated the opportunity to make his presentation. He was aware that some individuals had seen the presentation earlier, which reviewed the study itself, the process and current departments and status followed by recommendations for the merger. He provided history of Carroll Buracher and Associates and which had worked for approximately 120 fire departments. He provided detailed information concerning mergers and studies previously completed. He had presented a voluminous written report to the municipalities. He commented that one chapter was solely dedicated to the volunteer component of the system. He stated that it was an important part of implementing a regional fire services and regenerating and strengthening the volunteer system to work with the paid firefighters. Other points as summarized:

- Commission on Fire Accreditation International – Basis for fire service accreditation; Mr. Adams is a peer assessor.
- Accreditation – Served as background and benchmark information.
- Meetings held with stakeholders, firefighters, volunteers, etc.
- Safety first of firefighters and customers.
- Organizational and individual strengths used to build constructive recommendations.
- Scope of work - assess facilities, apparatus, review operating budgets, review prior studies, assess economics, emergency communications, develop organizational and rank structure recommendations, provide estimated transitional costs.
- Eight-step approach followed - data collection, interviews, on-site observation.
- Analysis of data – risk analysis, fire station location analysis, apparatus location, workload in deployment area, staffing and response time.
- NFPA principles and practices reviewed.
- Developed alternatives and recommendations in all areas of the Scope of Work.
- Developed comprehensive report.
- Fire station location (1-1/2 mile response area) and apparatus assessment – Future growth incorporated.

- Traffic and primary roadways interfering with response.
- Facility review and apparatus age and condition.
- Workload – Incidences reviewed; size and development of communities.
- Legal framework – Intergovernmental Cooperation.
- Response times – Fire arrival in five minutes; flashover between six and nine minutes; EMS between four and six minutes.
- Coverage areas – graphics provided.
- Seal – Excellent work completed by Bradley.
- Grantley and Victory – Different location might provide more economical approach to service delivery; current stations to regenerate level of activity.
- Tri-Hill area – location recommended for more adequate coverage.
- Truck coverage – 2-1/2 miles – with regionalization four trucks could cover York City, West York, Springettsbury and Manchester.
- Organization/Rank Structure – Suggestions for long term: Chief, Deputy Chief, Assistant Chief, Battalion Chief, Captain, Lieutenant and Firefighter.
- Vision of 20, 30 years – 12 to 15 fire stations within the region; four different geographic battalions, four, three to five stations would be a battalion area for command coverage purposes and personnel management.

HUNT

Mr. Hunt noted that Spring Garden currently has lieutenants as mid-level operations, and Springettsbury has captains. This does not imply that Spring Garden firefighters are subordinate; all current lieutenants and current captains are considered peers and would be bidding for the new structure.

ADAMS

Mr. Adams agreed with his comment and continued his presentation, also summarized:

- Two IFF union locals – potential to become one union, York Area United Fire and Rescue, Local.
- Volunteer recruitment/retention – Entire chapter in the written report. Nationwide losses of volunteer members, difficult challenges in recruiting new volunteers.
- Loss of volunteers resulting in delayed emergency response; insufficient apparatus staffing resulting in some paid staffing.
- Volunteers unable to produce revenue for service provision; municipalities must provide more funding.
- Jt. Fire Services plan envisions an active volunteer role trained to provide safe fire services.
- Tri-Hill – Transition from four stations to three. Personnel relocated.
- Detailed station models provided in the written report.
- Fiscal assessment – Detailed cost projection work done, some recommendations have a cost increase; some a cost reduction.
- Projection – estimated \$16,000 reduction per year for staffing, service delivery and organization in future years.
- Cost savings of apparatus replacement \$900,000 over 20-year period; associated savings in apparatus operating costs. Revenue from disposal of

two units; 20 year savings across the board of \$1.6 for apparatus recommendations.

- Funding sources – List provided in the report.
- Implementation – Chapter provides detailed timelines; potential June merger.

ADAMS

Mr. Adams reported that he had discussions with several area fire chiefs including the Mayor and Fire Chief of York concerning the regionalization. He advised that based on those discussions, it seemed that nine municipalities over time might become part of this regional department if implemented. As more fire departments join, the savings and service benefits increase significantly and the more efficient the department becomes.

Mr. Adams noted that Grantley provides EMS service delivery, which had not been part of the study. However, if a Grantley EMS response were made from a station in the Tri-Hill area, in his opinion, their service coverage would be significantly improved.

Mr. Adams discussed fire police and applauded the work they do. He recommended they continue to function within the new organization, even though their authority comes under the police agencies. He recommended no changes to the fire police.

Mr. Adams outlined some of the impacts built into the report which included extensive recommendations with regard to volunteers. He suggested to regenerate and strengthen the volunteer service delivery. One of the goals would be for the volunteers to staff apparatus with renewed interest in staffing the engine. He did not suggest any change to volunteer administrative structuring and indicated they would continue to be responsible for fundraising, recruitment and retention. The volunteers will have an opportunity to become an integral and productive part of the regional department. He suggested qualifications-based volunteer firefighters and officers fighting fires. He recommended integrated paid volunteer rank structure with captains, lieutenants and firefighters with one chief.

Mr. Adams commented on the overall goals for the merger, which included service delivery improvements, improved fire ground communications, improved incident operations and common standard operating procedures. He stressed the importance of maintaining a high level of cooperation.

Mr. Adams added some additional benefits:

- Reduced response times for initial staffing, i.e., two personnel on each unit for staff response.
- Improved firefighter safety - Improved dispatch due to common protocols.
- Ability to implement special operations – Larger group under one command
- Opportunity for training improvements – Common training with one leader.
- Fire prevention program improvements with additional staffing.
- Improved command structure – Cooperation is organized based.

- Savings that could accrue from regionalization – (1) Reduced facility operating costs with fewer stations, (2) Revenue from sales of excess facilities, (3) Reduced duplication of apparatus, (4) Reduced apparatus operating costs, (5) Reduced salaries and wages from reduction and duplicate management positions, (6) Reduced salaries and wages from reduced duplication of apparatus staffing when re-designation occurs from four stations to three stations.

Mr. Adams illustrated details of a three-person staffing showing the long-term cost savings, which was documented in his report. His documentation included annual figures, staffing of the fourth engine with three personnel, staffing only one ladder truck, administrative staffing. Cost avoidance could be approximately \$1.6 million a year, significant long-term potential savings.

Implementation Steps:

- Joint Fire Services Committee continue coordination and planning.
- Establishment of a new board; committee to be phased out.
- Adopt a resolution or ordinance to establish the merged department.
- Consider various approaches to cost allocation.
- Establish an initial formula approach.
- Determine the composition of the organization of the board.
- Draft Charter Agreement to be adopted.
- Recruit, select and hire a Fire Chief; recommendations documented in the report.
- Consider alternative funding sources.
- Support the merger of the two locals into one.
- Encourage volunteer fire company participation.

Mr. Adams reiterated that the goal is a cost-effective, state-of-the-art regional fire and rescue and EMS service delivery agency that could come out of this consideration of the models and recommendations, relevant input from people such as those in attendance, and the ability to make an informed decision that is in the best interests of the customer.

7. Questions from the Governing Boards

HUNT Mr. Hunt asked for questions from the board members.

GURRERI Mr. Gurreri noted that Mr. Adams indicated a savings of \$1.6 million in 20 years. He asked whether that would include any new fire equipment.

ADAMS Mr. Adams responded that the savings would include not having to replace equipment that had been suggested to be placed in reserve. Those are projections for the savings that might accrue.

DVORYAK Mr. Dvoryak asked for clarification concerning a new Tri-Hill station and whether the cost of that facility was included in the numbers.

ADAMS Mr. Adams responded that it was not included. If implementation were decided upon, it would need to be costed and considered.

SHORB Attorney Shorb questioned where a Tri-Hill station would be located.

HUNT Mr. Hunt responded that the fire station would be located where the Tri-Hill building is currently located. There had been a previous review of municipal building improvements, which might leave the Tri-Hill parcel available. An alternate but less attractive option is to place it around the corner in the ball field. He added that Tri-Hill Road connects to Queen and George Streets quickly. Grantley and Victory are difficult to get out of when heading east.

ROHRBAUGH Don Rohrbaugh commented that there had been previous discussions about Tri-Hill. He questioned whether one could legally be placed there. He asked whether that had been reviewed.

HUNT Mr. Hunt responded that preliminary discussions had been held with the school district. They would have no objections if the plans moved forward.

MADER Mr. Mader commented about cost and cost avoidance. He was concerned with all the hardware that the fire companies own. He put estimates of \$15 million on that hardware, which included hoses, nozzles, bars, etc. The redundancy from Victory, Grantley, Pleasureville and Springetts of this equipment is enormous. None of it has much sale value, but it does not have to be replaced. He would have to do a detailed analysis to determine a dollar value, and the information is available to do that.

8. Requests for Action – Austin Hunt

HUNT Mr. Hunt presented a two-page summary handout. He indicated he thought they might have a difficult time justifying the merger from a cost savings standpoint. The most important thing is to improve the effectiveness of fire protection. He provided an explanation of each bullet point, summarized:

- More effective response to larger incidents.
- More firefighters arrive more quickly; regionalized firefighters more effective due to training, teamwork and familiar tactics.
- More effective training, including informal, of career and volunteer firefighters; better knowledge of the surrounding area.
- Specialization of skills.
- More effective spending, deployment and positioning of apparatus; less spending on redundant and specialized equipment.
- More effective firefighter staffing; balanced manpower. Review of call volumes and apply manpower.

- Volunteers to become more active in fire protection.
- Eliminate duplication of municipal services (Rusk Report).
- High interest from state and county legislators, not only personal but also financial support.
- Potential for additional grant revenue for transitional costs.
- Cost savings resulting in more effective spending; some reduction in capital spending.
- Current employees will be retained; no reduction in staffing; potential for additional hires.
- Municipalities may need to step forward and own the fire house.
- Fire protection will cost more going forward.

GURRERI Mr. Gurreri stated that this is something the boards had discussed, and he thought it was important to move forward, get other municipalities involved long-range. Start-up costs will be high, but the board members have to sell that to the constituents.

HUNT Mr. Hunt indicated that it would not need to cost a lot to get going; however, there will be some costs in the three-to five-year range. He added that there will be greater cost increases if the merger doesn't take place.

GUMKE Ms. Gumke noted an important point, which was consideration of the safety of the firefighters, as well as the customer service provision for the residents. The merger discussions provide that in-depth review. She was concerned about the number of firefighters responding to a call and the effective and safe use of firefighters.

GUYER Mr. Richard Guyer asked whether the new centrally located fire house at Tri-Hill would be that location forever, or would it eventually move to another place to be located with the administrative staff.

HUNT Mr. Hunt responded that the fire houses around York County would be located where they needed to be. Mr. Adams had proposed the coverage currently provided by Grantley and Victory to be combined in one station house leading from Tri-Hill.

GUYER Mr. Guyer stated that it would serve the purpose of a regionalization of Spring Garden and Springettsbury, but in the future also would be centrally located.

HUNT Mr. Hunt responded there is good coverage south of that into York Township and it is a very good strategic move; however, Mr. Adams was not proposing to close Victory. Rather the volunteers would be encouraged to increase manpower that they could staff and run their own engine. Spring Garden had spread its career people too thin and has more apparatus than manpower. There should be at least two people on one piece of apparatus to provide a more efficient attack on the fire.

- GUYER** Mr. Guyer commented that he appreciated the staffing concept of having more people. However, if personnel would be taken from Grantley, they would be forced to close and without Grantley there would be a section that would no longer be covered. He asked how long the residents would have to wait for the addition of West Manchester and West York to get that coverage.
- HUNT** Mr. Hunt responded that through mutual aid the areas will be covered. By properly staffing a two-person engine, the firefighters will be more effective when they arrive. He added that the Grantley firehouse structure needs to be addressed. He hoped by repositioning there will be more benefits. All of the mutual aid agreements provide for good fire protection in York County.
- GUMKE** Ms. Gumke asked Mr. Adams if he was aware of any grant opportunities for physical structures, such as to build a new station.
- ADAMS** Mr. Adams responded that he was not aware of any federal grants, but added there may be some state grants.
- GUMKE** Ms. Gumke added that since this regionalization is one of the first there might be some funds available to help cut costs.
- HUNT** Mr. Hunt noted that there might be some WAM money available. There are a lot of people who are eager to support this project.
- COUNTESS** Attorney Countess stated that Ms. Gumke would be in a better position to request the money due to the fact that the first steps had been taken to consolidate. He added that Mr. Adams was not suggesting that the Tri-Hill station needed to be built immediately or as part of the initial consolidation. It is a desirable step, but it may not occur right away.
- GUMKE** Ms. Gumke responded that she understood that.
- COUNTESS** Attorney Countess noted, in response to Mr. Gurreri's comment, the charter that had been presented does envision other municipalities joining, and it makes an allowance for them to join.
- GURRERI** Mr. Gurreri responded that would be the secret to success; the more the better.
- COUNTESS** Attorney Countess added that he thought the city was very interested in talking to the two townships. However, he agreed that only two municipalities was the best way to proceed with an initial regionalization.
- GURRERI** Mr. Gurreri stated that this meeting was a historical occasion. He thought this was the first time that Spring Garden and Springettsbury governing bodies ever sat at the same table.

FREIREICH Mrs. Freireich stated that during a recent meeting of York Counts, Dr. Rusk had discussed regionalization of everything from municipal services to education, etc. It would suggest that there might be grant money available where mutual organizations work together, in this case the townships and fire companies.

FULLMER Mr. Fullmer asked for clarification of the statement that no stations will be closed, which means four stations; however, there was an indication that it would decrease from four to three.

HUNT Mr. Hunt responded that, because the current fire stations are owned by volunteer fire companies, most of the apparatus parked in the stations was either donated or purchased by the volunteer fire companies and is staffed by career municipal employees or career firefighters. The condition and current location of those station houses is not perfect for the current situation. With the decline in financial resources available to the volunteers, they cannot build a new station. Now the municipalities need to step in and build fire stations. The recommendation is that the physical structures currently there which are owned by the volunteers and have some volunteer fire company benefits and functions, those buildings, should they choose to maintain them, stay as volunteer fire stations. The career firefighters will be stationed in a new building built by the municipalities or the regional fire commission. If a new fire station is to be built at Tri-Hill there would actually be five fire stations.

FULLMER Mr. Fullmer noted there would be an additional one for the new headquarters/

HUNT Mr. Hunt noted that the Tri-Hill building would be staffed regional firefighters. The building at Victory, hopefully, would be staffed by volunteers and if Grantley decided to stay where Grantley is, that would most likely be an ambulance station. The ambulance bay on Grantley would move up to the Tri-Hill location, and that physical building would be sold or used for other purposes as a re-designation of buildings.

FULLMER Mr. Fullmer asked about the four or three building analysis and the savings that would be established on three.

HUNT Mr. Hunt responded that the three station scenario was a career staffed fire station. Chief Emig's goal is to have four people on every shift, two at Grantley and two at Victory. Those four career people would move to the Tri-Hill station.

SCHENCK Mr. Schenck stated that Mr. Adams had made an important comment about encouraging the participation of the volunteer companies. One of the ways they can participate is through their assets, depending on how they view their mission. They may choose to take those assets and put them into the new proposed station recognizing that it's the volunteer companies who may operate out of the new stations. They may not own them, and transferring those assets would be a big

leap for consideration. The same would apply to the apparatus. It will depend how the volunteers view their role in the new organization, and there is potential for them to help build the situation quickly.

FULLMER Mr. Fullmer asked whether anyone had the opportunity to sit down with the volunteers to go over their list of questions.

SCHENCK Mr. Schenck responded that no discussions had taken place specific to the list that was provided.

HUNT Mr. Hunt indicated that it was difficult to make broad generalizations about the volunteers, but if he did have to do so, he would state that they are cautiously supportive of this. Both he and Mr. Schenck acknowledge how important the volunteers are to the community as a whole, not just fire services, and they are eager to bring them in and keep them interested in this project. Some of the comments in that letter that Mr. Fullmer mentioned were identified as some of the worst case scenarios, and it's hard to describe and/or to guarantee intentions. But some of the real negative comments are so far from the general feeling of what we're trying to do that, yes, they could be a concern but it's not a very valid concern.

FREIREICH Mrs. Freireich asked what would happen to the ambulance services because they are closely tied to the fire companies here in York County.

HUNT Mr. Hunt responded that Spring Garden is covered by career personnel and is not a municipal service; however, it is acknowledged that it is an important part of the Grantley Fire Company. Springettsbury does have a career ambulance service that is closely aligned but separated from the fire services.

FREIREICH Mrs. Freireich explained that she was curious as to how the whole thing would fit into the package with regard to the buildings.

HUNT Mr. Hunt acknowledged the benefit of the ambulance service to Spring Garden Township and the Commissioners are eager to maintain that service.

FREIREICH Mrs. Freireich added that if it is not maintained, it will become a paid service.

HUNT Mr. Hunt responded that the issue was one of the many difficult questions that needed to be addressed but not in the next two months.

SCHENCK Mr. Schenck added that in the study the EMS service is mentioned indicating that at some point in the future it should be reviewed. Again, you know, the nuance to that is they are by default somewhat self-sustained, whether it's provided by the municipality, as in the Springettsbury case, or Spring Garden by the volunteer company.

FREIREICH Mrs. Freireich asked whether he was suggesting moving housing, buildings, etc.

SCHENCK Mr. Schenck responded that he referenced the fact that they can bill for services. The reason the volunteer company can provide volunteer EMS is because they get revenue from the patients.

FREIREICH Mrs. Freireich responded it was absolutely different, but she was concerned about where they are housed and how they are involved.

SCHENCK Mr. Schenck noted that the assumption would be that EMS in Spring Garden would remain at 16 as we call Springetts. If Springetts were to relocate on Mt. Zion Road or something, the assumption is that they would go with them. Fortunately, EMS is low impact to the building.

BISHOP Mr. Bishop commented that the merger could essentially go forward without having to address that issue.

SCHENCK Mr. Schenck responded that it had been designed to do so.

COUNTESS Attorney Countess added that there is no way there aren't going to be obstacles to be overcome and problems to be solved, and they can't be all dealt with initially and overnight. The answer to the question is sure, there are going to be a lot of things to be worked out by the board of the joint fire commission that's created.

HUNT Mr. Hunt stated that it was a perfect segue to suggest a next course of action for the boards. He was not asking for action, but rather for the boards to think about the merger as a possibility. He encouraged each board to volunteer or encourage one member to sit on a small working group panel with one supervisor, one commissioner and the township managers to review and finalize the draft Charter Agreement, which could then be presented to the municipal boards for ratification. The draft Charter Agreement lays out the broad foundation, and will provide a clear timeline of points for managers and solicitors to work on for ordinance creation, etc.

COUNTESS Attorney Countess responded that it will take some review, and that's what the steering committee will have to address.

SCHENCK: Mr. Schenck asked if there were any comments or questions for the committee.

GUMKE Mrs. Gumke thanked Mr. Hunt and the committee for all the work they had done.

HUNT Mr. Hunt thanked her for the support. He added that he had developed a great respect for the commitment of the volunteers who provide their services freely and the professionalism and commitment of the career firefighters.

SCHENCK Mr. Schenck asked if there were any comments or questions from the public.

- SURTASKY** Mr. Surtasky stated he would save his questions for the next meeting.
- HOLMAN** Mr. Holman stated that Mr. Adams had offered to meet with the volunteers to go over their questions.
- FULLMER** Mr. Fullmer stated that he would welcome attendees at the next municipal board meetings to come and voice their opinion on the subject.
- BISHOP** Mr. Bishop stated that he thought Mr. Hunt and the entire committee had done a wonderful job, which had resulted in the current status of the project. He cautioned the committee to think about how the new organization will be governed. That will be the structure for making all the hard decisions concerning money, contracts, pensions, etc. that have to be made in the future. A steering committee had been suggested with one person from each board. The draft Charter Agreement included some suggestions as to how the board would be organized; however, Mr. Bishop indicated he was not convinced that all of the options had been reviewed. He was concerned that it was one of the things that absolutely had to be done correctly because it could make or break its success.
- HUNT** Mr. Hunt stated that the Agreement had borrowed heavily from the Regional Police agreement. He had asked the same questions as to how to maintain control.
- BISHOP** Mr. Bishop indicated that it was his biggest concern. He wanted to be absolutely convinced of the best way to proceed.
- GUMKE** Ms. Gumke commented that Mr. Adams might have some suggestions, since the concept had not been done in Pennsylvania but it had in other states. There may be some places where it is working well and some that are not.
- SCHENCK** Mr. Schenck stated that he liked the idea of a small working group assigned to work through the more difficult details.
- BISHOP** Mr. Bishop noted that it would be important that everyone is on the same page and the Steering Committee could assist.
- HUNT** Mr. Hunt indicated that the boards will have to vote on the Charter Agreement. If the representative on the Steering Committee puts too much of their own personal bias into it and it comes back to their respective boards and it's a four to one vote against, then they didn't do their job. It does need to pass.
- BISHOP** Mr. Bishop indicated he would want to hear whether it is strong enough.
- FREIREICH** Ms. Freireich suggested to have a Commissioners/Supervisors work session, which may need to meet often.

COUNTESS Attorney Countess stated that he had been personally involved as an attorney in two regional police mergers under a nearly identical charter agreement, and the problem Mr. Bishop is concerned about had never come up because the municipalities control the funding. It would be necessary to have representatives from each municipality with an alternate to break ties, in order to approve funding.

HUNT Mr. Hunt stated that the proposed structure is based on the York Area Regional Police structure with one commissioner, one supervisor and one citizen at large appointed by alternating municipalities. It could be the same person, but Spring Garden appoints someone for two years, and then Springettsbury appoints that at large person for two years.

BISHOP Mr. Bishop stated that he was not complaining; he was pleased with the progress. How the decisions are made is the most important factor to him since it will determine everything else going forward.

SCHENCK Mr. Schenck stated that it was a general consensus that more work needed to be done.

GUMKE Ms. Gumke echoed Mr. Schenck's comment that it needed attention.

SCHENCK Mr. Schenck thanked everyone for coming, as it was very important and much appreciated.

9. Adjournment

SCHENCK Mr. Schenck adjourned the meeting at 9:30 p.m.

Respectfully submitted,

John Holman
Secretary

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