

**YORK AREA UNITED FIRE AND RESCUE COMMISSION
CONTINUATION MEETING**

**NOVEMBER 30, 2021
APPROVED**

The York Area United Fire and Rescue Commission held a Meeting on Tuesday, November 30, 2021 at 7:00 p.m. which was a continuance of the regular meeting held on November 16, 2021.

MEMBERS IN

ATTENDANCE: Austin Hunt, Chairman
Dan Rooney, Vice Chairman, Spring Garden Township
Charles Wurster, Secretary, Springettsbury Township
George Dvoryak, Springettsbury Township (Zoom)
Tom Gwilt, Spring Garden Township
Lisa Wingert, Manchester Township
Deb McCune, Manchester Township (Alternate) (Zoom)
John Inch, Manchester Township

ALSO IN

ATTENDANCE: Daniel Hoff, YAUFR Chief
Steve Hovis, Solicitor
Joseph Stoppard, YAUFR Firefighter
Lester Rhoads, YAUFR Firefighter
Kris Shearer, YAUFR Firefighter
Matt Arnold, YAUFR Battalion Chief
Alyson Arnold
Sue Sipe, Stenographer

HUNT Chairman Hunt announced this is a continuation of the November monthly meeting of the YAUFR Fire Commission.

1. OLD BUSINESS

A. 2022 Budget Discussion – Continued discussion from the meeting held on November 16, 2021.

HUNT Chairman Hunt reported Chief Hoff presented a draft 2022 budget to the Townships at the September meeting which included a budget provision to hire three additional firefighters for 2022. This did not include a Board approval of the actual hiring of any continued hires beyond the 2022 budget. The budget was presented to the Townships for review. Manchester Board reviewed and approved the budget for submittal. Spring Garden Board reviewed and also approved it. Springettsbury Board debated the proposal and approved the budget without financing of three recommended firefighter hires.

WURSTER Mr. Wurster stated Springettsbury Township Board of Supervisors voted 5-0 to advertise the Springettsbury budget including the YAUFR budget with a reduction in \$136,000.

HOVIS Solicitor Hovis indicated Springettsbury Township did not approve the budget as presented. He noted the charter provides if 75% of the municipalities have not approved the budget as proposed by the December meeting of the Commission, the prior year's budget shall be the budget for the following year.

HUNT Chairman Hunt questioned, in relation to the charter agreement level discussion, if they are able to come to an agreement of a different budget proposal which Springettsbury believes they can approve, whether it would automatically withdraw or negate the approvals of the first budget by the two townships who approved it.

HOVIS Solicitor Hovis clarified because there is not 75% approval, what would happen is if there is an amended budget which is approved by the YAUFR Commission for circulation among the other municipalities for their approval, then it goes back to the other municipalities and they have to vote on the modified budget. If, at the December Commission meeting there is no approval, then the budget is deferred. If it is approved by December 31 and everyone is in agreement, it could be approved January 15, 2022 as long as the underlying municipalities have the ability to fund it within their budget constraints.

HUNT Chairman Hunt indicated he and Chief Hoff have had conversations with Mr. Wurster and Mr. Dvoryak. He asked Mr. Wurster to address his concerns and to present any options he sees for moving forward.

WURSTER Mr. Wurster indicated from Springettsbury's perspective and as he had expressed in the earlier part of the meeting, was the notion that it made sense for them to take a step back and study the issue with more detail, as well as adding metrics. He noted he and Mr. Rooney discussed the need for an independent study and assessment of the need for the additional firefighters to gain a complete understanding in order to move forward accordingly.

Mr. Wurster stated he was open for suggestions from the other municipalities as to how to craft the budget to move forward.

WINGERT Ms. Wingert stated her position has not changed since the last meeting. She indicated since Manchester Township had already approved the YAUFR 2022 budget she would make a motion to approve the 2022 YAUFR budget with the three new hires. However, there would be a separate committee to investigate any additional new hires setting the parameters moving forward. She determined this demonstrated as a board member her support of the three new hires.

Ms. Wingert indicated she will be going off the Board December 31, 2021. She further noted she believed the new hires should be put on the ladder truck. She referred to an incident which occurred this past year where a firefighter had a

major accident on the ladder truck. She believed if there would have been a third person that incident may or may not have happened. She stated she was in support of the Chief who is recommending the three firefighters, having done his research and providing various studies supporting the three additional new hires.

MS. WINGERT MOVED TO APPROVE THE 2022 YAUFR BUDGET AS WAS SUBMITTED WITH THE THREE NEW HIRES WITH A SEPARATE COMMITTEE ESTABLISHED TO INVESTIGATE ANY ADDITIONAL NEW HIRES BEYOND 2022. SECONDED BY MR. INCH.

DISCUSSION WAS HELD:

WURSTER Mr. Wurster asked the Solicitor how binding the Commission vote is in this motion relative to the Charter Agreement. He noted the Commission is not approving the budget, it is the municipalities who have to approve it.

HUNT Chairman Hunt stated he believed what they were doing was taking a straw vote of the opinion of the Board.

HOVIS Solicitor Hovis stated as he heard the motion, the budget will fund those positions for 2022 and then study it in 2022 to determine the long-term arrangement.

Solicitor Hovis clarified even with a unanimous vote by the Commission, the budget still will need to be approved by the municipalities. With respect to the philosophical analysis of future staffing of the department, which will be decided by the Commission. However, the only way to determine the long-term three hires is by the decision of the municipalities.

ROONEY Mr. Rooney questioned, in regards to the creation of the study, whether Springettsbury Township would have an opportunity to amend their budget at a certain time.

WURSTER Mr. Wurster believed they would have the flexibility and have been open to other alternatives with additional information to make that happen. He thought there were other metrics that could be studied. His understanding of the motion presented, disconnects the study from the three hires for 2022.

HOVIS Solicitor Hovis stated his understanding of the motion was to hire the three new hires for 2022 and study future hires.

ROONEY Mr. Rooney supposed they would get to the same place in terms of determining long-term needs. The question is whether Springettsbury has enough information to start that process with a comfort level for this year. He

questioned whether that could be managed if they get data by mid-year to support it.

HOVIS Solicitor Hovis stated he would be apprehensive amending a budget mid-year since it would involve many different aspects to put it in place. He noted the question is how to do this since he assumed if it would be agreed to fund it at some point in 2022, all the municipalities would need to amend their budgets.

WINGERT Ms. Wingert stated Manchester Township will be voting in two weeks. She noted they have already approved the budget with the three new hires and the monies are in place, so they would not have to amend their budget.

INCH Mr. Inch questioned what is the obstruction by moving forward with the three new hires. He was of the opinion Chief Hoff in his respected position, is entitled to hire whoever he feels is appropriate, and they should take his advice as leader at YAUFR. He did not understand why they would not at least approve the three new hires and then approach the long-term decision for the next year.

WURSTER Mr. Wurster stated it was Springettsbury Board's perspective after having their own hearing on the YAUFR budget on October 27, that the justification for the hiring of the three was not provided or proven. He noted they were asking to adopt that in the context of a long-term strategy to hire the 18 additional firefighters over 10 years. In asking for justification, they determined the information provided was not sufficient to them as a Board. Mr. Wurster stated he felt there were other metrics and studies which could be looked at in detail to understand more about the demand for the firefighters.

INCH Mr. Inch asked Mr. Wurster if they had discussions with any of the firefighters.

WURSTER Mr. Wurster indicated he has not, but would be open to it.

INCH Mr. Inch indicated he talked to several firefighters and they all agreed with the Chief and echoed the need for additional firefighters. Mr. Inch believed the three additional firefighters is necessary and anything beyond could be addressed later. He stated he did not want to hinder the Chief's job even though he understood the cost associated with the proposal.

WINGERT Ms. Wingert asked Mr. Wurster if he has ever gone through the firefighting training.

WURSTER Mr. Wurster indicated he has not.

WINGERT Ms. Wingert surmised if Mr. Wurster did the training, he would have a different perspective of the situation. She indicated she did it two years ago, putting on

the uniform and used the hose to put the fire out. She expressed how much respect she has through that exercise for the staff and the firefighters.

HUNT Chairman Hunt further commented during his experience there were 3-4 firefighters behind them and also more outside so if anything went wrong there was a lot of depth. He noted it would be a horrible feeling for two firefighters to show up at a structure fire and not be able to safely attack the fire due to waiting for additional help.

WURSTER Mr. Wurster questioned how have they managed to this point in fighting fires without the additional firefighters.

HUNT Chairman Hunt stated there have been close calls as also mentioned by Ms. Wingert, which could have resulted in a serious issue.

WINGERT Ms. Wingert stated she felt it was time to address the situation before something worse occurs.

ROONEY Mr. Rooney stated it was unanimous from the Spring Garden Board to support this year's proposal for three new hires. He agreed there is a commonality to address future year's hiring. He noted getting ladder trucks staffed with three persons and two trucks, which would mean three next year and three in two more years. He noted he was comfortable and on board with the commitment for the first three hires in 2022. He agreed with Mr. Wurster there are some metrics to be presented to the Commission to review for the long-term, especially in light of the fiscal impact. From his perspective and the Spring Garden Board, he did not feel the three would be a deal-breaker. He suggested a time-frame deadline as to when to get those metrics back to the Commission to take action. He also suggested a preliminary draft of the metrics possibly to be presented at the December meeting.

HUNT Chairman Hunt asked what is meant by "metrics."

ROONEY Mr. Rooney stated that is when the Commission has to approve metrics in terms of the national standard for turnout time. The Commission will have to say we support this metric or fail to support the full metric whatever is agreed upon.

HUNT Chairman Hunt stated the Commission needs to come to a decision and it sounds like some members have already come to the decision the three new hires are needed, however some have not. He noted the question is what more information is needed, so that everyone on the Commission agrees with the need and feels comfortable enough championing that back to the municipalities. Chairman Hunt indicated he was not sure they need to figure out the metrics to move forward, but need to figure out how to convince everyone it needs to be done, by finding enough information to get consensus on this Board and consensus of the Townships.

- ROONEY** Mr. Rooney asked Mr. Wurster what kind of metrics the Springettsbury Board would want the Commission to look at to have a comfort level of adequate staffing. He questioned, if in considering the long-term the data shows the Springettsbury Board the need for additional new hires, when would they be phased financially into the plan.
- HUNT** Chairman Hunt posed a scenario, stating this would be a multi-year strategic growth plan, and noting perhaps the Strategic Planning Committee could make a recommendation.
- HOFF** Chief Hoff indicated the Strategic Planning Committee is not getting that deep into making policy decisions, they are more involved in making higher level recommendations. If the direction of the Commission is they would like them to get deeper, he could convey that to the committee chair. But he did not anticipate seeing that in the final project. He believed what they would present is recommendations such as manual review of staffing needs from an operational perspective and an annual review of response times, etc.
- HOVIS** Solicitor Hovis understood what Chief Hoff stated; the three new hires are needed for safety purposes and to meet the national standard in order to ensure safety in responding to a call. He noted Mr. Wurster had cited other studies that indicate the opposite.
- WURSTER** Mr. Wurster stated although there may be a compelling reason for the new hires, they are not seeing the justification for YAUFR.
- HOVIS** Solicitor Hovis clarified he is hearing one party that is relying on national standards and Mr. Wurster is saying it needs to be applied to YAUFR. He questioned whether that would even be addressed in the national standards or would those national studies imply all fire companies need to adhere to the same standard. He questioned whether the national studies would be able to apply to YAUFR.
- HOFF** Chief Hoff stated there are two standards: 1710 is the standard for larger career departments; 1720 is the standard for a volunteer department. The standards are slightly different because there is recognition in an all-volunteer department. The numbers cannot be assembled as quickly or consistently. Chief Hoff indicated the study he referenced is lauded as one of the most extensive studies on fire department staffing. The ICMA study which Mr. Wurster referenced, states four people per apparatus.
- HOVIS** Solicitor Hovis stated that is specific to a truck which is sitting wherever and says when that is dispatched to a fire that is the number that is needed. It has nothing to do with populations, it assumes that it will be dispatched to a fire. He stated they could be spending a lot of time looking at metrics and trying to

specifically deal with the three Townships. But if the studies have nothing to do with what the residential/commercial density is, the study will not accomplish the goal. Solicitor Hovis commented he was trying to determine if an arbitrary deadline is set, whether there would be enough information that determines the study was useful.

HOFF Chief Hoff questioned, if there is a recognized standard of service delivery and an agency decides they want to do their own and it is less than the national standard, what kind of liability would be put on the organization.

HOVIS Solicitor Hovis stated he is trying to determine what the study says or what it relies upon and whether it would have any impact on the recommendations.

HUNT Chairman Hunt stated the pushback is cost and they do not feel YAUFR has justified the cost. As described by Ms. Wingert and him, there is a tangible acknowledgement of the need, but noted Springettsbury Township is asking for a more tangible need. He stated he did not think they would find a study or someone to do a study that looks at YAUFR and says you should have a certain number of firefighters. If they do, there will be costs associated which will be expensive. He emphasized if there was no cost involved, this would be a non-issue.

WURSTER Mr. Wurster stated he thought members of the Commission and the YAUFR staff could form a subcommittee to look at metrics based on incidents reports, etc. and come back with the justification for the need to hire, as well as a hiring plan in terms of funding.

HUNT Chairman Hunt stated in order of magnitude there have been 200+ structure fires a year.

HOFF Chief Hoff referred to a report which was run from August 2020 to September 2021 which shows number of actual fires was 42. He noted their ladder truck goes on every dispatched structure assignment. In addition to the number of structure fires run, the number of times that Engine 891 was staffed with greater than two people out of the 42 fires, was three. The number of times Engine 894 was staffed greater than two, was one. Engine 895 was staffed greater than two, six out of 42 times.

WURSTER Mr. Wurster asked what the obstacle was to staffing.

HOFF Chief Hoff responded there is no one on duty. He indicated in the first battalion they have 10 people assigned. Contractually, they go down to 8 people which allows two people on vacation, personal days, sick leave, etc. The second battalion in Manchester Township there are six people, going down to four people – 2 on each piece. Chief Hoff noted some of the times they were upstaffed was because a call came in sometime between 10 minutes of quitting

time where people held over to get on the trucks because they knew extra staff was needed. He noted that information was provided to him yesterday.

WURSTER Mr. Wurster indicated he would be eager to see that information.

INCH Mr. Inch asked whether there is a need for the three firefighters besides trying to reach the standard on any study.

HOFF Chief Hoff stated yes with the reason being with two people on a piece of apparatus, there are certain functions that an engine company has to perform when they arrive on the scene, which involve 10 separate items between establishing water supply, stretching the lines, driver throwing ladder, etc. There are also certain functions that the truck company has to perform on the scene, such as ventilation search, rescue, forcible entry, security and utilities, etc. He reiterated there are not enough firefighters to accomplish those tasks in a timely manner.

WINGERT Ms. Wingert stated Chief Hoff offered guidance to Manchester Township in the past providing the information and recommendation for a necessary policing unit. She pointed out Chief Hoff is the professional and when he says he needs additional staff, Ms. Wingert stated she is in agreement with him.

WURSTER Mr. Wurster called for the motion.

HOVIS Solicitor Hovis commented on the motion, stating the results of the vote does not imply the issue is resolved.

WURSTER Mr. Wurster stated although he could not speak for the Springettsbury Board, at the last meeting the perspective of the entire Board was that it needed more study and more justification for the hire. He noted he is open and thought the Chief had brought forth some metrics which are worthy of consideration. He noted he had the opportunity to review some of the studies and also saw different models of how this can be staffed. Mr. Wurster indicated the Springettsbury Board made their statement clear in a unanimous vote that they think more study is needed. If that could be achieved in several weeks, he noted there is an opportunity for Springettsbury to adjust the budget in December.

Mr. Wurster also indicated Springettsbury has made a statement that they think this is not the year to fund the three new hires.

DVORYAK Mr. Dvoryak stated from listening to the conversation, he noted it serves as a reminder about the urgency for a new governance structure in place for YAUFR. He noted since none of the Commission are professional firefighters, they must rely on one individual which may or may not be a wise decision going forward in terms of whether that is the way to operate a fire service with the size and scale of what YAUFR is and plans to be.

Mr. Dvoryak was not sure the motion presented is any different than what was done in the prior meeting, in which the Springettsbury Board unanimously voted against and decided to remove the three positions. He indicated at the Springettsbury Board meeting there were some criticisms of the timing of when it was presented and of how quickly decisions needed to be made. Also, the quality of the materials and metrics used to determine the need for the new hires. He indicated he could not predict how the Board will react if this goes back in the same format.

HOFF Chief Hoff stated he did hear those comments, but affirmed that anything he said during the last two meetings is in the documentation he presented in August well in advance of the September budget presentation. He noted there has been no new information presented this evening.

WURSTER Mr. Wurster pointed out the report Chief Hoff referred to this evening which he was not aware of previously.

HOFF Chief Hoff stated that report was previously provided and what he read was information Chairman Hunt asked him to provide several days ago. He asserted he did not intentionally withhold any information.

HUNT Chairman Hunt confirmed what the Chief was referring to was a culmination of the monthly report, which he researches every month in order to get an understanding for the number of incidences. Chairman Hunt stated he was disappointed if the intent is to catch Chief Hoff sneaking information in. He noted the information presented he has known about since the September presentation. He verified the information had been provided previously, and while there may have been some clarification and perhaps a more granular study, the broad information has been available to the Board since before the September meeting. Chairman Hunt stated he is not disputing the claim there are costs associated with it.

INCH Mr. Inch commented about the governance structure as suggested by Mr. Wurster and Mr. Dvoryak. He stated he would be agreeable to talk about governance structure, but agreed that is why Chief Hoff is in that position. He did not think Chief Hoff presented an outlandish request and he agreed with Chairman Hunt that a lot of information was already presented by the Chief.

DVORYAK Mr. Dvoryak stated the governance comment comes from the fact that we're trying to run a fire service with a series of volunteers with no firefighting experience and who may be on the Commission because they drew the short straw at the annual re-organization meeting. He believed in some cases they do not want to be here and do not have the amount of time it takes to invest in the discussions. He referred to an email Mr. Bishop sent out in which he presented an idea to ask the township managers to convene an Ad Hoc Committee to

figure out how YAUFR should be managed. Mr. Dvoryak indicated he felt it would be a good idea to get the township managers more engaged in the process, to open up additional resources for YAUFR which they do not currently have, such as resources for HR, finance and research. Mr. Dvoryak asserted he did not believe having a part-time voluntary Board is the way they should be managing YAUFR going forward. He felt it was setting the organization up to fail.

Mr. Dvoryak referred back to the information Chief Hoff provided, stating he thought part of the problem is there is information he did not provide, as evidenced by questions and issues raised. He referred to the first meeting where a comparison of statistics was presented which he felt were not in sync with YAUFR. He felt there were other municipalities with similar footprints that could be used to evaluate services and to determine how they manage to run a fire service on a smaller budget.

Mr. Dvoryak mentioned using volunteers to run an effective fire service. He asked about the YAUFR volunteer efforts. He noted Lower Paxton Township runs its entire 54,000 population fire service with mostly volunteers. He questioned why YAUFR cannot recruit three volunteers.

INCH Mr. Inch responded to Mr. Dvoryak's comments by asking whether he was proposing to get more involved by asking the township managers to take their time and invest it into YAUFR as a volunteer service.

DVORYAK Mr. Dvoryak responded he was not proposing that; he was simply putting that forward as an idea, since township managers have a lot of resources available to them and could help with the research and analysis.

INCH Mr. Inch stated he agreed with Mr. Dvoryak and Mr. Wurster in the cost approach and looking at how to get costs down. But he noted they also hear the Chief indicate more staffing is needed. He stated if they can support it this year, they can then form a subcommittee who would evaluate the costs, and not put firefighters in jeopardy because they do not have enough staff on the right apparatus; that is where there needs to be a balance.

DVORYAK Mr. Dvoryak asked Chief Hoff, if during the last contract meeting, whether one of the Union requests was to add additional staff and whether he was negotiating against that.

HOFF Chief Hoff responded that he had negotiated against additional staff. The reason was because they were proposing 12 people at one time. He noted he had concerns about increasing the staff with 12 persons immediately, not only from a cost perspective, but also a logistical perspective as to how to get that amount of people trained effectively at one time. He noted that would have overwhelmed their command staff and company level officers. He indicated he

was never against an increase in staffing, he was against the proposal that the union put forth.

DVORYAK Mr. Dvoryak asked Chief Hoff why not then change tactics in the negotiation and offer to put in three if they give up something in return, whether it be management rights or something else that would help get better management of the staff.

HOFF Chief Hoff stated he and the labor attorney worked on a strategy which they determined could disperse with that based on some of the other requests the Union was putting forward in arbitration. Chief Hoff pointed out if they are going to staff for the safety of the community and the responders, then staffing should not have to be negotiated.

DVORYAK Mr. Dvoryak surmised a skeptic would say if having that opportunity as a negotiating tool and not using it, could end up giving away more in paying benefits than otherwise needed.

HOFF Chief Hoff reiterated he followed the recommendation of their labor counsel who determined they should not deal with it.

HUNT Chairman Hunt commented the core issue is they have always worked against minimum manning requirements in the contract. They reserved that as a management right.

INCH Mr. Inch asserted in working with Chief Hoff over the past four years with an additional nine years on Parks and Recreation Board, there had never been a point where Chief Hoff was not reasonable. Mr. Inch stated he would stand behind the Chief and respects him for the job he does.

HUNT Chairman Hunt stated he was beginning to feel that Mr. Dvoryak and Mr. Wurster believe that the Chief is trying to sneak something by them. He indicated they keep saying he is bringing new information, and felt Mr. Dvoryak was trying to say the Chief argued against this in contract negotiations. Chairman Hunt stated he was confused by their agenda.

DVORYAK Mr. Dvoryak stated the problem they have is members in the Springettsbury Board who, through their careers and spending time reviewing proposals, know what professional proposals and strong cases look like. What was presented as the justification for these hires fell short of that in the eyes of those individuals who have that experience. Mr. Dvoryak stated he believed the Chief does the best job he can with the resources he has, but that it falls short of what he has been involved with and what the Springettsbury Board's expectation is for a presentation that should contain more relevant data than what was presented as justification for the 18 hires over the next 12 years.

INCH Mr. Inch recounted a similar situation with determining Manchester Township's police services. He noted they pursued multiple avenues for police services cutting costs, evaluating options spending months in presentations and looking through data only to come back to who they have and stayed with.

WINGERT Ms. Wingert stated the Commissioners who represent the Townships depend on Chief Hoff to provide comprehensive information. She noted as Chairman Hunt indicated the proposal was presented in August and the Commissioners were invited at the beginning of August to attend the workshops when the budget was being prepared. She believed Chief was very open about the proposal. She did believe additional metrics for the additional hires after 2022 would be necessary.

ROONEY Mr. Rooney reiterated what Mr. Wurster and Mr. Dvoryak have expressed, if Chief did not give the information in the preferred format, this Commission would task the Chief and his staff to present the information in another form along with other metrics to determine if other resources are necessary.

A call for the motion was made.

MS. WINGERT MOVED TO APPROVE THE 2022 YAUFR BUDGET AS WAS SUBMITTED WITH THE THREE NEW HIRES WITH A SEPARATE COMMITTEE ESTABLISHED TO INVESTIGATE ANY ADDITIONAL NEW HIRES BEYOND 2022. SECONDED BY MR. INCH. THE MOTION CARRIED WITH 5 IN FAVOR AND 2 OPPOSED – MR. WURSTER AND MR. DVORYAK.

HOVIS Solicitor Hovis pointed out the most recent action by Springettsbury Board of Supervisors is to not approve the budget. He noted they have the month of December to consider amending their budget to include the additional \$136,000 which would end up in approving the budget with the caveat to study the additional hires going forward. If they do not amend their budget to include the additional \$136,000, the 2021 budget will prevail and at that point in time it would be incumbent upon the Chief to re-present to the Commission for the approval of how to allocate funding for 2022 under the 2021 constraints. Solicitor Hovis stated it is apparent that embedded in the 2022 is the contractual increases of the collective bargaining agreement required to fund. Therefore, if CVA expenses, i.e., salary, benefits and pensions has increased then something else will have to be reduced.

WURSTER Mr. Wurster stated it was part of the Board of Supervisors' direct effort to not interfere with the process of revising the budget.

HOVIS Solicitor Hovis pointed out the Springettsbury Board of Supervisors' motion is a denial of the budget which affects that procedure.

- WURSTER** Mr. Wurster stated the Board of Supervisors understood that may be an unintended consequence.
- DVORYAK** Mr. Dvoryak asked Solicitor Hovis if, had the Commission chosen a different path whereby they amended the YAUFR budget to remove the three new hires, would that mean they would not have to cut the budget to the 2021 level.
- HOVIS** Solicitor Hovis stated that would be requiring the amended budget to go back to each municipality for their consideration and approval.
- DVORYAK** Mr. Dvoryak questioned if the three municipalities approved the budget without the three positions, would it then not be necessary to revert to the 2021 budget.
- HOVIS** Solicitor Hovis stated that assumes Spring Garden and Manchester would approve the amended budget, and if they do then there would be a new budget. But if one of the municipalities disagrees and believes the three firefighter positions are fundamental to the 2022 budget, then it would go back to the 2021 budget scenario.
- DVORYAK** Mr. Dvoryak rationalized the municipalities choice would be either to remove the three positions or remove the three plus additional expenses.
- WURSTER** Mr. Wurster indicated yes with all additional efforts on the part of the municipalities to approve the revised budget.
- WINGERT** Ms. Wingert stated with two of the municipalities on board there is a 5 to 2 vote. She indicated perhaps Chief Hoff can provide additional information which would convince the Board of Supervisors to amend their budget to the end of December. She asked specifically what would be needed from the Chief to make that December 31 deadline.
- DVORYAK** Mr. Dvoryak stated he did not agree with the characterization. He believed the issue is not so much the three positions in the budget, it is the 18 that are in the plan over 12 years. He noted they understand they are only proposing the three positions. He believed the problem is if a plan is not developed with some metrics over the next year, the necessary due diligence has not been done to warrant those additional hires. He did not feel they needed to do anything to dissuade the decision on the three new hires, but it was the whole characterization of the need to hire 18 firefighters over the 12 years. He stated the hiring of three now is not anything more than a deposit on those first hires. He referred to a comment made by Ms. Wingert who indicated hiring those three may or may not make it a safer organization. That is the concern the Springettsbury Board of Supervisors has without a well thought-out plan.

WINGERT Ms. Wingert stated she did not make that statement. She indicated she implied the three additional hires will hopefully make its safer from what she could tell from the Chief and what she has seen.

HUNT Chairman Hunt expressed that he could not imagine anyone would say that hiring three additional would not make YAUFR safer.

DVORYAK Mr. Dvoryak stated the point is that he did not agree with the characterization that the Springettsbury Board of Supervisors thinks this is a decision on three new positions.

WINGERT Ms. Wingert stated as Mr. Dvoryak did not answer her question as to what is needed to take back to the Board of Supervisors, she asked Mr. Wurster what he needed from the Chief or Staff.

WURSTER Mr. Wurster indicated he and Mr. Rooney discussed this at length to evaluate the situation. He stated he is willing to further discuss it, noting that he and Mr. Rooney gave consideration to different information that was not in the presentation originally.

ROONEY Mr. Rooney stated there are some ideas he and Mr. Wurster could discuss with Chief Hoff, as well as other Board and Commission members. He affirmed he believed the proposal for three new hires in 2022 was reasonable for each fire truck or shift. This will get to that direction with more data.

DVORYAK Mr. Dvoryak asked if YAUFR could recruit three volunteers for the fire trucks.

WINGERT Ms. Wingert stated it takes months to train volunteers.

DVORYAK Mr. Dvoryak asked how long has YAUFR been sending out trucks with two people.

HUNT Chairman Hunt responded too long.

HOVIS Solicitor Hovis commented on the budget process and referred back to the charter. He indicated although the debate is centered on three new hires, the next debate may be on a different matter. He addressed the expression he heard several times about this being the “Chief’s budget” and pointed out the charter states the Commission shall prepare a draft of the department’s annual budget for consideration no later than September 1st, and it is the Commission that presents it to the participating municipalities. He noted this emphasizes that as part of the August budget process and approving it, the robust debate about this

issue should have occurred in August and not November/December. He impressed on the Commission members it is their budget being presented and not the Chief's budget. If that is perceived there may be an issue, this should have been discussed earlier to address the concern.

HUNT Chairman Hunt reiterated next steps, noting a meeting will be held with Mr. Rooney, Mr. Wurster and Chief Hoff as well as others to determine if there is additional information that will assist in their decision and to present to Springettsbury Board of Supervisors.

Chairman Hunt asked Solicitor Hovis and Chief Hoff to look at the legislative calendars and remind him of any deadlines to watch with municipal board approval.

HOVIS Solicitor Hovis stated the charter states by the December meeting of the Commission if the budget is not approved by all the municipalities, at that point the 2021 budget will become the 2022 budget until by agreement of a 75% vote.

HUNT Chairman Hunt questioned, as referenced by Mr. Rooney, the scenario of the municipalities amending their budgets. At the start of 2022, beginning with the 2021 budget and a study is conducted, if a decision is made that the three hires are needed, is there an opportunity to re-open the municipal budgets.

HOVIS Solicitor Hovis stated it is very nuanced, noting that a budget can only be opened after a certain date. He noted the Springettsbury Board of Supervisors have until December 31 to make a decision.

WINGERT Ms. Wingert clarified Manchester Township would not have to amend their budget to the 2021. They would keep the 2022 budget.

HOVIS Solicitor Hovis noted Manchester Township would have a surplus in their Fire budget if it was funded for 2021. He noted he and Solicitor Rausch discussed the amendment process, since he believed they would not have to post a new budget as the \$136,000 does not meet the fiscal threshold for re-advertising the posting.

HUNT Chairman Hunt charged the Commission to work towards getting three municipalities to agree to a resolution on the budget. He noted as Chairman he did not want to see the 2022 budget as a failure of the Commission.

**YORK AREA UNITED FIRE AND RESCUE COMMISSION
CONTINUATION MEETING**

**NOVEMBER 30, 2021
APPROVED**

10. ADJOURNMENT

HUNT Chairman Hunt adjourned the meeting at 8:40 p.m.

Respectfully submitted,

Signature on File at YAUFR Headquarters

Charles Wurster
Secretary
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