

LEHIGH TOWNSHIP BOARD OF SUPERVISORS

Annual Organizational Meeting of the Board of Supervisors

- I. CALL TO ORDER. The Lehigh Township Board of Supervisors held their annual organizational meeting on Tuesday, January 3, 2023, at the Lehigh Township Municipal Building, 1069 Municipal Road, Walnutport. The meeting was called to order by Mike Jones with the Pledge of Allegiance.

Present: Mike Jones  
Phil Gogel  
David Hess  
Jerry Pritchard  
Alice Rehrig  
David Backenstoe

Absent: Cindy Miller

II. RE-ORGANIZATION

A. Appoint Temporary Chairman. Jerry Pritchard made a motion to appoint Mike Jones as Temporary Chairman. David Hess seconded the motion. All voted aye. Motion carried.

B. Appoint Temporary Secretary. Jerry Pritchard made a motion to appoint Alice Rehrig as Temporary Secretary. David Hess seconded the motion. All voted aye. Motion carried.

C. Permanent Chairman. Jerry Pritchard made a motion to appoint Mike Jones as Permanent Chairman. David Hess seconded the motion. All voted aye. Motion carried.

D. Vice-Chairman. David Hess made a motion to appoint Jerry Pritchard as Vice Chairman. Jerry Pritchard declined the nomination.

David Hess made a motion to appoint Cindy Miller as Vice Chairman. Jerry Pritchard seconded the motion. All voted aye. Motion carried.

E. Secretary. Phil Gogel made a motion to appoint Alice Rehrig as Secretary. David Hess seconded the motion. All voted aye. Motion carried.

F. Treasurer. David Hess made a motion to appoint Alice Rehrig as Treasurer. Phil Gogel seconded the motion. All voted aye. Motion carried.

1. Jerry Pritchard made a motion to authorize the treasurer to open any accounts established by prior or future ordinances or discussions of the

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Board of Supervisors at any of the approved depositories and any investment tools at said depositories. ~~Jerry Pritchard~~ **David Hess** seconded the motion. All voted aye. Motion carried.

- G. Manager. David Hess made a motion to appoint Alice Rehrig as Manager. Jerry Pritchard seconded the motion. All voted aye. Motion carried.
- H. Zoning Officer. Jerry Pritchard made a motion to appoint Elizabeth Amato as the Zoning Officer. David Hess seconded the motion. All voted aye. Motion carried.
- I. Establish amount of Treasurer's Bond. Phil Gogel made a motion to keep the Treasurer's Bond to \$1,000,000. Jerry Pritchard seconded the motion. All voted aye. Motion carried.
- J. Select Depositories for Township Funds. David Hess made a motion to keep the current depositories of BB&T, PLGIT, and Neffs Bank, with Neffs Bank and PLGIT as the main depositories. Jerry Pritchard seconded the motion. All voted aye. Motion carried.
- K. Appoint Legal Counsel to Board of Supervisors. Jerry Pritchard made a motion to appoint David Backenstoe as Legal Counsel to the Board of Supervisors. **David Hess seconded the motion**. All voted aye. Motion carried.
- L. Appoint Legal Counsel to Planning Commission. Phil Gogel made a motion to appoint Michael Corriere of the Law Firm of Corriere and Andres as Legal Counsel to the Planning Commission. David Hess seconded the motion. All voted aye. Motion carried.
- M. Appoint Engineer. Phil Gogel made a motion to appoint Hanover Engineering as the Township Engineers. Jerry Pritchard seconded the motion. Jerry Pritchard commented he would want to see our current representative remain with the Township. All voted aye. Motion carried.
- N. Appoint Sewage Enforcement Officer. Phil Gogel made a motion to appoint Keystone Consulting Engineers as Sewage Enforcement Officer. David Hess seconded motion. Jerry Pritchard questioned if their fees will be the same as in the past. Alice Rehrig commented there is an increase in their fee schedule and she will be providing the Board with a resolution to adjust the fees. All voted aye. Motion carried.

- O. Appoint Vacancy Board Chairman. Phil Gogel made a motion to appoint Keith Hantz as Vacancy Board Chairman. David Hess seconded the motion. David Hess questioned if we knew he would accept the appointment. Phil Gogel indicated he would. Mike Jones also noted he and Alice Rehrig received a text that he noticed he wasn't listed on the agenda and would be willing to accept the appointment. All voted aye. Motion carried.
- P. Appointment of Members to Boards & Commission
1. Municipal Authority—5 year term. Jerry Pritchard questioned if any applications were received. Alice Rehrig commented Phil Gogel indicated he was willing to continue to serve on the Authority. Jerry Pritchard made a motion to reappoint Phil Gogel to the Municipal Authority. David Hess seconded the motion. All voted aye. Motion carried.
  2. Recreation Board—5 year term. Phil Gogel made a motion to reappoint David Hess to the Recreation Board. Jerry Pritchard seconded the motion. All voted aye. Motion carried.
  3. Planning Commission—2 four year terms. Mike Jones questioned if Rod Miller was willing to continue on the Planning Commission and how long he was on the Board. Alice Rehrig commented he was willing to continue on the Planning Commission and has been on the Board for six or seven years.

Phil Gogel made a motion to reappoint Charlie Perich to the Planning Commission. David Hess seconded the motion. Kristin Soldridge questioned if there is a conflict with having Charlie Perich appointed to the Planning Commission and Katherine Mack being Chairman of the Zoning Hearing Board since the Planning Commission reviews plans and offers recommendations to the Zoning Hearing Board. To her, it is a concern having two people residing in the same home discussing the same thing that could impact other people and their decision on how they feel as to what would be the appropriate decision for cases. Phil Gogel commented he understands the concern and did think of that, but he doesn't really think it would be an issue. It hasn't been an issue and he doesn't believe it will be. Kristin Soldridge commented it still seems like it could be a conflict since they are both in the same household and one board makes a recommendation to another board. There should be individual opinions and from what she has seen and in regular dealings with each of them, they pretty much support each other one hundred percent and it could be a conflict of interest and reflect negatively on a party who is requesting relief whether it be through Zoning or Planning

Commission. Phil Gogel commented he sees the point, and Cindy Miller is not here to defend herself, but she is one individual who serves on Planning Commission and is a Supervisor. Kristin Soldridge commented she is not on Zoning. Attorney Backenstoe noted that Zoning Hearing Board members cannot hold any other appointed or elected position. Supervisors may serve as a liaison to any other board or committee. Kristin Soldridge commented the Planning Commission and Zoning Hearing Board go hand in hand because the Planning Commission gives recommendations to the Zoning Hearing Board and the Zoning Hearing Board goes off that recommendation so there could possibly be a conflict resulting in a negative impact on someone. Paul Nikisker questioned why the individuals who are looking to be in a position are not at the meeting. He also sees this as a conflict of interest and questioned Attorney Backenstoe's opinion on this. Attorney Backenstoe commented he does not believe legally it is a conflict of interest. It is not the same person and there is not a preclusion of a husband and wife serving on different Board and there are five members on each board making the decision. His legal position is that there would not be a conflict; however, if the Board feels that there is or could be an appearance of impropriety, it would be up to the Board. Jerry Pritchard commented he understands legally it is not an issue, but when you look at the powers, you need to separate the powers. It gives too much power and authority to planning and zoning under one roof. Mike Jones commented if it was on the same Board, he would agree. With them being on different Boards, he doesn't see it as an issue. Kristin Soldridge commented if it was different boards, fine, but Planning and Zoning are too close together. She sat on the Zoning Hearing Board and from her own personal experience, they are too close and too involved with each other. When she was on the Zoning Hearing Board, there was a lot of direction and insight given to what the Planning Commission provided in regards to details and when certain things were recommended or denied. The Zoning Hearing Board is supposed to be impartial and not biased in any way, shape, or form. If he is on the Planning Commission, there already is a bias. One could try to change the others mind as conversations take place amongst them but those conversations should be taking place on the respective boards. Phil Gogel commented if this is of such importance, these comments should have been brought up when Charlie Perich was first appointed to the Board. Kristin Soldridge commented they were brought up. The appointment was tabled because Mike Jones wanted to think about it. Someone did bring up the fact that Katherine Mack was on the Zoning Hearing Board, but it got muted because of all the other discussions going on and it was never discussed because the Board moved on. Phil Gogel commented he does agree that if

someone wants the position, they should be at the meeting, and does recognize that one gentlemen who wants to be appointed to the position is in attendance at the meeting, but he doesn't see an issue with Charlie Perich and Katherine Mack being on their respective boards. Jerry Pritchard commented it seems like the recent complaints being filed with the Township are coming from them which creates more cases and more fees. Phil Gogel questioned what this would have to do with Charlie Perich. Paul Nikisher questioned how many people applied for the position. Mike Jones commented three people applied: Bill Jones, Charlie Perich, and Rod Miller who has been on Planning for a while who is a good planning person. Paul Nikisher commented if two new people are appointed, then the experienced person would no longer be on the board. David Hess commented he believes it is time for getting new input and ideas on each board. He has known Charlie Perich through his archery shop for many years and is a good guy, although he may have changed his way of thinking. Kristin Soldridge questioned if Mr. Perich's plans for the future of the Township are the same as Township's for the growth and development. Phil Gogel commented he thinks they are. He believes he may have the same approach in that we like our rural area and don't want to build it up beyond belief; that is his thought. Kristin Soldridge commented there needs to be a balance. You can't be too far sided with one thing. Phil Gogel commented we like clean air, fresh water, don't want junkyards around, and big housing developments. Phil Gogel and David Hess voted aye. Jerry Pritchard and Mike Jones voted nay. Mike Jones commented he voted nay because when he appointed him four months ago, he said he would do his due diligence. He reached out to all the Planning Commission members; it's not that he is doing a horrible job, but he is not doing anything at all. He is sitting there; not asking any questions at all. He got that across the board from all the Planning Commission members. It's not that he is doing anything wrong, just sitting at the meetings, not asking anything. Motion did not carry.

Jerry Pritchard made a motion to appoint Bill Jones to the Planning Commission. David Hess seconded the motion. Deb Miltenberger questioned if it wouldn't be a conflict with Bill Jones being a contractor and serving the Planning Commission. Attorney Backenstoe commented the type of employment of an individual wouldn't preclude them from serving on a board. Jerry Pritchard commented he would need to abstain from anything he may be involved in. Bill Jones commented he has been a contractor since 1985 and served on the Planning Commission in the past and there were no conflicts. David Hess questioned what Bill Jones outlook is for the future of the Township. Bill Jones commented he

doesn't want to see the Township grow out of control, keep it rural; he doesn't want to see warehouses. He believes there are areas on the outskirts of the Township, such as Route 145, would work for something like a Walmart because we do need a tax base, but feels the growth of warehouses like in Allen Township is way too much. He likes the idea that was proposed at the Hunsicker farm where they were going to develop 30 acres of a higher density development and keep the remaining property in open space. Paul Nikisher questioned if Mr. Jones is still working as a contractor and to verify that he did previously serve on the Planning Commission. Mr. Jones commented he is semi-retired and did serve on the Planning Commission for one or two terms back in the 90's. He got off the board because he was too busy with work and couldn't devote the time he should have to the board. He wants to give 100 percent. Deb Miltenberger commented that she had heard Mr. Jones was related to Cindy Miller. Bill Jones commented his father divorced and married her husband's mother so he guesses that would make them step brothers. Deb Miltenberger questioned if there was something going on with Planning Commission, wouldn't Cindy Miller and Mr. Jones discuss that, similar to Mr. Perich and Katherine Mack. David Hess commented he and Phil Gogel disagree a lot and are cousins, so he wouldn't hold that against Mr. Jones. Phil Gogel commented he believes Bill Jones has a lot to offer and is very intelligent. He knows the kind of work he does. Bill Jones commented he and Cindy Miller wouldn't discuss anything. They don't really talk. The only thing they've discussed is Penn State football because she has a son who went there and he really likes the team. Phil Gogel commented he liked Charlie Perich as well, but he was put up for a vote and denied. He agrees with David Hess that it is time for change. Our Township will stay stagnant as long as the same people stay in the same positions. If we don't mix them up and have new ideas, we will stay backwards forever. It's just like when he got on the Board for the first term and they were about to spend \$850,000 on the Hills of Greenock. If he hadn't come up with the idea to get them out from under by telling the contractor we are just going to push the holes shut and he wouldn't be able to build on them. The Township was ready to go to bid, but we stopped it. Fresh ideas go along way. That is why he actually wanted Charlie Perich and Bill Jones on the Planning Commission. All voted aye. Motion carried.

Phil Gogel made a motion to appoint Charlie Perich to the second Planning Commission seat. David Hess seconded the motion. Phil Gogel and David Hess voted aye. Mike Jones and Jerry Pritchard were opposed. Motion did not carry.

Phil Gogel made a motion to appoint David Hess to the Planning Commission. David Hess declined the nomination.

Mike Jones made a motion to appoint Rod Miller to the Planning Commission. Phil Gogel commented he thinks the position should be advertised at this point. Jerry Pritchard seconded the motion. Mr. Miller is versed in the Planning Commission and has been on for a long time. He knows what he is doing and we should be putting people in positions who know what they are doing. Mike Jones commented he agrees with the idea of getting new blood on boards but also doesn't think you should have an influx all at one time. Phil Gogel commented he disagrees. Charlie Perich was on the board a short time and got his feet wet. He should be opening up because it takes time to get established and get going. Bill Jones can hit the ground running. He has confidence in that. He would like new blood. Jerry Pritchard commented he can see the point, but there is a job to be done and not on site training. Kristen Soldridge questioned if the board openings were advertised or if it was people coming to Alice Rehrig and letting her know they were interested. Alice Rehrig commented she had run an ad letting people know that there are terms ending and if they were interested they should send a letter of interest. Patrick VanderPloeg also noted it was on the website as well. Phil Gogel commented if it is held off for a week or two, there will most likely be additional people interested because most people don't read the paper. Patrick VanderPloeg commented you would most likely get the same people interested. The same people are the ones who attend the meetings. Jerry Pritchard commented he is not basing his second on knowing Mr. Miller. He is basing it on the fact that he has been on Planning and is versed in it. He is basing it on a job to be done, not who he likes. He likes Charlie Perich. Phil Gogel commented he would agree if the Comprehensive Plan was not as bollixed up as it was and there were not as many issues. He had two pages of issues with the plan. We need change and people looking at things in a different way. If it was up to him, he would replace the whole board. Mike Jones and Jerry Pritchard vote aye. Phil Gogel and David Hess were opposed. Motion did not carry.

Jerry Pritchard questioned what direction the Board would go now; do they advertise the position? Attorney Backenstoe commented it is up to the Board. They can advertise or leave the seat vacant for a while. Mike Jones commented he believes if we advertise, we will get the same individuals. Phil Gogel commented he thinks it should be advertised.

Paul Nikisher commented the individuals should at least be asked to come to the meeting and sell themselves. Jerry Pritchard commented there may be someone in the audience at the next meeting who may be interested.

Phil Gogel made a motion to appoint Kristin Soldridge to the Planning Commission. Jerry Pritchard seconded the motion. Phil Gogel, Jerry Pritchard, David Hess voted aye. Mike Jones was opposed. It was advertised and Kristin Soldridge had the opportunity to put her name in then if she was interested. Motion carried.

4. Zoning Hearing Board—5 year term. There were no additional applicants other than Mr. Tamarro wishing to continue on the Zoning Hearing Board. Phil Gogel made a motion to reappoint Lynn Tamarro to the Zoning Hearing Board. David Hess seconded the motion. All voted aye. Motion carried.

Jerry Pritchard requested clarification regarding naming the Solicitor to the Zoning Hearing Board. Attorney Backenstoe commented the Zoning Hearing Board Solicitor is hired by the Zoning Hearing Board, but the Board of Supervisors sets the rate.

5. First Regional Compost Authority—5 year term. Phil Gogel made a motion to appoint Alice Rehrig to the First Regional Compost Authority. David Hess seconded the motion. Phil Gogel questioned if we belong to the Authority because of environmental rules. Alice Rehrig commented the Township is a mandated community for yard waste recycling by DEP. If the Township was not a member of the FRCA, the Township would need to have another alternative for yard waste disposal. Phil Gogel questioned what capacity Alice Rehrig served with the Authority. Alice Rehrig commented she currently is secretary/treasurer. Phil Gogel also questioned if there is a chairperson and vice chairperson. Alice Rehrig commented there are both positions. In addition to Lehigh Township, the Board is comprised of the Manager from Allen Township, elected Supervisors from East Allen and Bushkill Townships and resident from Moore Township. Phil Gogel questioned if this was a paid position. Alice Rehrig commented it is a volunteer position. All voted aye. Motion carried.

- Q. Appoint Representative and Alternate to Tax Collection Committee. Phil Gogel made a motion to reappoint Lori Lambert as the Delegate and Mary Louise Trexler as the alternate representative to the Tax Collection Committee. David Hess seconded the motion. All voted aye. Motion carried.

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- R. Establish Regular Monthly Meeting.
1. Board of Supervisors. Jerry Pritchard made a motion to keep the Supervisors meetings on the 2<sup>nd</sup> and 4<sup>th</sup> Tuesday of each month at 7:00 p.m. Phil Gogel seconded the motion. All voted aye. Motion carried.
  2. Zoning Hearing Board. Phil Gogel made a motion to keep the Zoning Hearing Board meetings on the 2<sup>nd</sup> Thursday of the month at 6:00 p.m., only when advertised. David Hess seconded the motion. All voted aye. Motion carried.
  3. Planning Commission. Phil Gogel made a motion to keep the Planning Commission meetings on the 2<sup>nd</sup> Monday of each month at 6:00 p.m. David Hess seconded the motion. All voted aye. Motion carried.
  4. Recreation Board. David Hess made a motion to keep the Recreation Board meetings on the 3<sup>rd</sup> Monday of each month at 7:00 p.m. Jerry Pritchard seconded the motion. All voted aye. Motion carried.
- S. Appoint Chief Administrative Officer for Pension Plans. Jerry Pritchard made a motion to appoint Alice Rehrig as Chief Administrative Officer for the pension plans. David Hess seconded the motion. All voted aye. Motion carried.
- T. Certify delegate to State Convention and Appoint Voting Delegate. David Hess made a motion to name all Board members as delegates to the State Convention and appoint Cindy Miller as the voting delegate. Jerry Pritchard seconded the motion. All voted aye. Motion carried.
- U. Alternate Building Code Official. Phil Gogel made a motion to appoint Key Codes as an alternate Building Code Official. David Hess seconded the motion. All voted aye. Motion carried.
- X. Establish Holidays for Non-Union Employees. David Hess made a motion to continue with the following holidays for non-union employees: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4<sup>th</sup>, Labor Day, Veteran's Day, Thanksgiving and the Day After, Christmas Eve, and Christmas Day. Phil Gogel seconded the motion. All voted aye. Motion carried.
- III. OLD BUSINESS.
- A. Adoption of Ordinance 2022-5, Amending Police Pension Plan. This ordinance amends the Police Pension Ordinance so that the Ordinance is consistent with the collective bargaining agreement. Phil Gogel made a motion to adopt Ordinance 2022-5. David Hess seconded the motion. All voted aye. Motion carried.

- IV. PUBLIC COMMENT. Kristin Soldridge commented it is her understanding that there was a case that was before the Zoning Hearing Board in which one of the Zoning Hearing Board members is the party that made the complaint. When the complaint went before the Zoning Hearing Board, that person was one of the people making the decision on the case. How can the person who files the complaint be the person making the decision on the complaint? Attorney Backenstoe commented based upon these statements, he would believe the individual from the Zoning Hearing Board should have recused themselves. Phil Gogel questioned how the vote on the case was. Kristin Soldridge commented the applicant was denied. Her questioned is not the decision of the Zoning Hearing Board, but whether the person who made the complaint should have been permitted to be a part of making the decision. Mike Jones commented he agrees that the individual should not have been part of the hearing. Kristin Soldridge commented this happened to a relative of hers. Attorney Backenstoe commented if someone was supposed to recuse themselves, it is not just a matter of there were four other votes anyway. If you are supposed to recuse yourself, you should do it at the onset of the hearing and not be a party to the discussion. Phil Gogel commented we are not here to protect our family members. If something is done wrong, we can't streamline things for people or try to protect people. Kristin Soldridge commented she is not questioning whether or not it was a legitimate complaint. The point is how can you file the complaint with the Zoning Officer and then when it goes before the Zoning Hearing Board, be the person who makes the determination. David Backenstoe questioned if the person who was before the Zoning Hearing Board raised the issue. Kristin Soldridge commented from what she was told, their attorney did question it. David Hess commented he attended a hearing a while back and the same thing happened, but the people left and didn't know it was the Chairman who made the complaint. They then came back into the room and questioned it, and the Zoning Hearing Board attorney indicated that it was not a conflict of interest. Attorney Backenstoe commented he would respectfully disagree, but the Zoning Hearing Board needs to be guided by their solicitor. Mike Jones commented whether or not it was a valid complaint or the individual was doing something wrong, you should not be filing the complaint and then voting on it. Obviously, if you filed the complaint, you know what your decision is before you walk in the meeting. Kristin Soldridge commented to her it was concerning because the party wouldn't have a fair shot to say their piece. She was wondering how this would be addressed because there is a situation where it is occurring. It's the perception. If you are going to create transparency across the Board so there is no questions of prejudice, she wanted to put this out there. Phil Gogel commented the Board technically cannot address the issue because they are their own identity. The Board appoints people to Boards and they are supposed to govern themselves in a respectful manner. Kristin Soldridge commented she agrees, but what happens when someone doesn't follow the rules. Attorney Backenstoe commented the Zoning Hearing Board solicitor should be addressing it. David Hess questioned if this situation couldn't create cause for appeal to the courts. Attorney Backenstoe commented he believes it would create an excellent case.

David Hess commented he was also asked by someone as to when an alternate member is appointed to the Zoning Hearing Board. Attorney Backenstoe commented there is a misunderstanding amongst a lot of people regarding the use of an alternate Zoning Hearing Board member. As an example, if there is a five member board and one of the people does not show up, some people believe you can appoint an alternate member, but you cannot. The MPC is clear that you can only impanel an alternate member if one of the board members does not show up and it is necessary to make a quorum. In the case of a five member board and only two members showed up, you could impanel the alternate to make the quorum to have the hearing. If there are three or four members present, you would not impanel the 5<sup>th</sup> person. David Hess commented it is his understanding that our Zoning Hearing Board is using the alternate every time the 5<sup>th</sup> person cannot make the hearing. Attorney Backenstoe commented they would need to be guided by their solicitor, but in his opinion, he is wrong. Depending upon the outcome of the vote, it could be an appealable issue. David Hess commented it would appear as though our Zoning Hearing Board solicitor is doing two things incorrectly. Phil Gogel requested Alice Rehrig send Attorney Ettinger a memo regarding this. Jerry Pritchard commented he believes there should be more than one alternate in the event that one alternate is not available. Mike Jones questioned how many times it happens where there are only two members available for a hearing. He would think it wouldn't occur that often. Attorney Backenstoe commented if there are only three or four members present, the Applicant has the right to request to be heard before the full the board.

Jerry Pritchard questioned if the Township has elected auditors who perform the audit. Alice Rehrig commented the audit is conducted by an outside CPA firm. In general, elected auditors can meet as a group to conduct an audit and they would also set the salaries of any elected Supervisors who are employed by the Township. The Township has not used an elected auditor to perform the audit since roughly 2000. They have been contracting with an outside firm. Since you don't know what the qualifications of an elected auditor may be, the Township has been using an outside CPA firm because of all the reporting requirements of the different funds to DCED. The CPA would know the ins and outs of fund accounting and DCED reporting. Jerry Pritchard questioned if there are elected auditors, do we need to use them to conduct our audit. He is concerned because he is aware that someone is trying to find people to run for auditor for the sake of running. Attorney Backenstoe commented he is sure the Board can appoint their own auditor for doing the audit to DCED. Most Townships today do use CPA firms. Mike Jones commented it is scary to think that someone with no qualifications could conduct an audit. Alice Rehrig commented the reason the Board went to using a CPA firm was because years ago, the elected auditors picked up wrong numbers and you were not able to balance the audit to the bank statements so the Board had a CPA conduct an audit to get good numbers and have been using a CPA ever since. Jerry Pritchard commented he likes the way the current audit is being conducted.

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- V. EXECUTIVE SESSION. The Board went into Executive Session to discuss setting the wages for non-union employees. Upon returning from the Executive Session, Phil Gogel made a motion to establish the following annual wages and a one-time pay adjustment for 2023 which will not compound into the following years pay increase, for non-union employees as follows: Alice Rehrig, \$75,500 and a one-time pay adjustment of \$900; Chrissy Czonstka, \$41,528.64 and a one-time pay adjustment of \$900; Lori Lambert, \$53,730 and a one-time pay adjustment of \$900; Liz Amato \$57,426.35 and a one-time pay adjustment of \$900; Frank Zamadics, \$72,400; Scott Fogel \$110,000. These wages are set for 2023 and non-changeable unless a fully unanimous Board approves a different pay scale. Jerry Pritchard seconded the motion. Deb Miltenberger questioned what the pay adjustment was for. Phil Gogel commented it was for the office staff basically for the amount of work they have done, their reviews, and to get them up to a reasonable rate increase. All voted aye. Motion carried.
- VI. ADJOURN. Jerry Pritchard made a motion to adjourn. Phil Gogel seconded the motion. All voted aye. Motion carried.