# Submitted Public Questions and Comments Related to the Possible Consolidation of the City of DuBois and Sandy TownshipThrough March 17, 2021

## Future Government and Operations

## The Study discusses, but does not consider, the financial impact of the need for additional facility requirements due to the consolidation. How can this study be considered complete when a major economic issue is ignored?

*A detailed facilities study could be part of a future phase and is outside the scope of the consolidation study.*

## What effect does the consolidation have on fire protection, police, taxes and road maintenance?

*Fire: Consolidation will not impact fire protection. Note a separate study on fire consolidation is underway.*

*Police: The newly formed government would make any decisions on policing and combining forces. Please see Chapter 3 Operations and facilities in the full report for an analysis of police services.*

*Taxes: Please see slide 9, Financial Impacts: Property Tax Reductions for impact on property taxes*

*Road Maintenance: Please see Chapter 3 Operations and facilities in the full report for an analysis of public works.*

* **This will make DuBois a 3rd Class City. Are you going to raise taxes?**

*Please see slide 9, Financial Impacts: Property Tax Reductions for impact on property taxes*

* **Will all of the township be included in the merger or will outlying areas of the township be pushed off onto the connecting township?**

*If consolidation is pursued all of what is currently the city of DuBois and all of what is now Sandy Township would become a single, consolidated municipality.*

* **What about hunting in areas such as Sabula?**

*There would be no change to where hunting can occur.*

* **What would the name for the new community be?**

*The new name would be determined by the Transitional Planning Committee and voted on in an upcoming election as part of the process to approve the consolidation.*

* **Will consolidation make DuBois the 4th largest city by area size in Pennsylvania (behind Pittsburgh, Philadelphia, Erie) and the largest city off Interstate 80?**

*This is outside the scope of the consolidation study.*

* **Debt Service – Is there any benefits to refinancing the post-consolidation debt into new instruments which may have a lower interest rate because of the consolidation (i.e. larger city, larger repayment base, etc.)**

*The newly formed government would make any decisions on policy.*

## Sandy Township

* **Current Supervisors did not have their residents’ best interest in mind when they went for this**

*Note, ultimately, voters will decide whether a consolidation is in the best interest of the community.*

* **How does this help Sandy Township?**

*Please see slides 4-7 – The Case for Consolidation – to review the current financial conditions and future impact on each municipality.*

*Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

## Treasure Lake in Sandy Township

*There were numerous questions regarding the Treasure Lake community specifically, as noted below. Aside from lower tax rates and being a community within a new consolidated municipality, there are no changes that result from a potential consolidation.*

* **Following approval of the consolidation how is Treasure Lake treated?**
* **How can the consolidation help the Treasure Lake community regarding purchasing of material(s), road maintenance and repair, snow removal and cable TV service?**
* **Does Treasure Lake still remain a private, gated community?**
* **What happens to Aqua – the company currently providing water and sewer service to TL??**
* **How does a consolidation affect Treasure Lake’s current mail delivery?**
* **I would like to see a spreadsheet breakdown of the pro's and con's for Treasure Lake residents of this consolidation proposal.**
* **I would like to know how annual assessments would be affected or if eliminated in lieu of Township taxes. Essentially, looking for an impact assessment as regards Treasure Lake residents.**
* **Explore how a gated community fits within a new city. Does TL remain private or go public? Is there an opportunity to see some return for the tax money??**
* **What can the new city offer TL that the current township refuses to do?**
* **Why do the Sandy Township Supervisors believe that the consolidation is in the best interests of treasure Lake residents?**
* **Why should Treasure Lake residents agree to assume liability of debt for services and systems that they cannot use? DuBois Debt is comprised of $13,266,568 (73.5%) for Water and Sewer Funds.**
* **The debt issue of the township must also be considered (especially with the needed capital expenditures). Can’t the “new” City either force the sale of Aqua or require Aqua to tie into the City’s water and sewage systems (long range plan)?**

*Aside from lower tax rates and being a community within a new consolidated municipality, there are no changes that result from a potential consolidation.*

*Please see slide 11 – Impacts for Treasure Lake Residents and Others Without Public Water and Sewer – to review the impacts for the Treasure Lake community in Sandy Township.*

## City of DuBois

* **They need to make improvements to the City so they will use township money to do so – most all future improvements will end up going to the City residents?**

*Please see slides 4-7 – The Case for Consolidation – to review the current financial conditions and future impact on each municipality.*

*Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

* **How many properties (and specifically what properties) in Downtown DuBois are owned by either the City of DuBois or the DuBois Redevelopment Authority (DRA)?**

*This is outside the scope of the consolidation study.*

* **The DRA is an independent municipal authority yet it is largely controlled by the city. If consolidation occurs will the DRA revert back to being an independent authority?**

*The DuBois Redevelopment Authority is a city authority that will be assumed by the consolidated municipality.*

* **The City of DuBois has separate water and sewer bureaus yet its funds are often comingled with the general fund to pay for expenses. Would this practice continue under consolidation?**

*The newly formed government would make any decisions on policy.*

* **Where did the data originate for the financial figures and what years do they represent? Is it based on audited information? The manager’s salary for the City of DuBois is listed at $108,000. However, in 2016/17, the manager testified before the PUC that his salary was $124,000+. Is the $108,000 the amount only being attributed to the general fund? Is there additional money being paid that is being disbursed from the water, sewer and CDBG funds for allocated work on those projects that is not being recognized? Along, the same lines, should the salary for the city engineer be higher than what is stated? The amount of $68,000 for legal fees is in conflict to what was reported for the 2020 budget of $97, 300. Again along the same lines, are additional funds being disbursed from water and sewer funds for dedicated legal work dealing with such bureaus that is not being recognized? Can you provide contract terms for legal, audit and other professional services?**

*Financial data used in the analysis is a combination of audited and unaudited financial statements provided by the municipalities Any comparisons to previously reported financial information is outside the scope of this study.*

* **As reported in *The Courier Express,* the city has continually promoted a balanced budget but the study suggests otherwise. Please explain.**

*Please see slides 4-7 – The Case for Consolidation – to review the current financial conditions and future impact on each municipality.*

* **The city’s budget for 2020 was $14.7 million and in 2021 it jumps to $25,000,000+ due to $11,000,000+ for capital projects. The November 23, 2020 article in *The Courier Express* only reported capital projects totaling $7,550,000. Where is the remaining $3.8 million being spent? Can you provide a more detailed report as to where that revenue is generated for those projects?**

*This is outside the scope of the consolidation study.*

* **There are rumors going around that DuBois City Police are going to be contracting with Penn Highlands DuBois to take over security functions. Is this true and how will it affect available officers during this.**

*This is outside the scope of the consolidation study.*

## Municipal Employees

* **Please provide more details in regards to the manager contracts of each municipality. Is it possible to provide a side-by-side comparison similar to what was created for police and public works departments?**

 *This is outside the scope of the consolidation study.*

* **You should address how employees will be address. While the report references duplication of offices/duties and reduction of employees – I believe the voters need to know how reductions will be implemented. (Possibly keeping everyone to begin with and then offering buyouts, early retirements, changing duties and/or departments. Then estimating how long such reductions would take – over a 3-5 year period.)**

 *The newly formed government would make any decisions on policy.*

* **Are you going to eliminate township and city jobs?**

*The newly formed government would make any decisions on policy.*

## Water and Sewer Utilities

* **With the possible consolidation; Is there any plan or possibility that Sandy Twp. Property owners who have been subject, for some time now, to exorbitant water/sewer bills could see some relief, like rates similar to DuBois city?**

 *Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

## Other

* **Given Falls Creek Borough’s challenges, should that municipality also be considered as part of consolidation? If not now, what about the future?**

*This could be a future consideration of the new municipality*

* **What is the amount of non-taxable land in both DuBois and Sandy Twp?**

*This is outside the scope of the consolidation study
.*

* **Should there be a paid fire department or fire chief?**

*The newly formed government would make any decisions on policy. Note there is a separate study underway regarding consolidation fire services.*

* **Clarification…. Table 6-4 Elected Officials, under the Eligibility category, can someone run for office simply by residing in the municipality or do they also need to pay some form of tax? Can someone who does not reside in the municipality be elected or appointed to a position so long as they’re paying some form of tax to the municipality?**

*To run for office, a candidate must reside in the municipality.*

* **I’m currently a sandy twp resident but I reside near the northern border which gives me a penfield address. If a consolidation occurs, how would it work if I reside in the city of DuBois but get mail from penfield? What is our benefit?**

*There would be no change to mail delivery services. Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

**Understand you plan on merging with the city of DuBois Without any taxpayer say. This needs and must be put up for vote. I see absolutely no benefits for the Township except a lot higher taxes.**
*Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

*Note, ultimately, voters will decide whether a consolidation is in the best interest of the community.*

* **Would it be possible to have the pros and cons for the Township posted as well as the pros and cons for the city posted . In addition any estimates of the tax changes that would be assessed.**

*Please see slides 4-7 – The Case for Consolidation – to review the current financial conditions and future impact on each municipality.*

*Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

* **How does this consolidation look compared to other consolidations in Pennsylvania? Is it good? Bad?**

*The PEL study concludes that a consolidation is financially and operationally possible and recommends the municipalities move forward to further consider consolidation.*

* **On Princeton NJ, you said it was “successful.” Does that mean there are failures?**

*Mergers and consolidations of this size are rare and complicated and often fail at the ballot box. Please see Chapter 7 Municipal Consolidation Comparisons for more information.*

* **Do you have an evaluation regarding the St. Marys/Bensizger Township merger? Is the proposed DuBois Sandy Township merger modeled similar to that?**

*Please see Chapter 7 Municipal Consolidation Comparisons*

## Other questions

* **The opening paragraph, particularly the highlights, of the Taxation section of HOME RULE IN PENNSYLVANIA, Eleventh Edition, March 2020, causes considerable concern about what the long term taxation consequences of the new governmental structure could be.**

***Taxation***

***Taxation is a critical field in the consideration of home rule powers. Without adequate revenues, no municipality will be able to undertake extensive new governmental functions. The general practice in the United States has been to retain power over taxation in the state legislature and forbid exercise of home rule powers in this field.1 Existing Pennsylvania law grants all municipalities one of the broadest authorizations to tax found in any state under the terms of the Local Tax Enabling Act and the Sterling Act.***

**What “extensive new governmental functions” are needed or expected? What are the limits to increasing taxes levied by the new structure?**

*The newly formed government would make any decisions on policy.*

*Note, ultimately, voters will decide whether a consolidation is in the best interest of the community.*

* **The study treats Sandy Township as a monolithic entity, yet a cursory look at Census data shows Treasure Lake to be distinctly different than DuBois and Sandy Township without Treasure Lake.**

**Why was this distinction not considered, beyond the dismissive comments about Treasure Lakes issues in the Plan?**

*Treasure Lake will remain a part of the consolidated municipality in the same way that it is part of Sandy Township. Any policy changes regarding Treasure Lake are outside the scope of this study.*

* **The overall conclusion from reading the study is that the City of DuBois is at the limit of its taxing authority and is in need of consolidation so as to afford future cost increases. The future stability of the city seems to rely on the increased taxing flexibility which would be accomplished through consolidation. Why is the Sandy Township board of Supervisors proposing to consolidate? The financial future of Sandy township is currently not at risk, so how does consolidation help Sandy Township residents? By increasing the potential Property tax and earned income tax millage rates?**

**If there is no benefit for ST residents, then perhaps there is a potential benefit for ST employees, or any ST supervisors? A new retirement system is proposed, without any fiscal analysis provided. How much will it cost and how much additional benefit might employees be gaining? Could this benefit be perceived as being a form of motivation to have the employees support consolidation, even if it will cost taxpayers additional money? If this is the case, is this proper? Who is really the beneficiary of consolidation?**

**The December consolidation report indicated that equalizing the millage rates would result in an increase in rates for Sandy Township, and a decrease in rates for DuBois. The February report was changed so as to call for an equalized millage rate of 16.06 mills. The financial data has not changed. Why did the millage rates change so dramatically? It appears that the change is made to support the argument for consolidation, but is it accurate? There is no justification, no detailed analysis for this newly identified millage rate.**

**The current amount of municipal debt is a problem. The report indicates $18 million for DuBois, and $5.9 million for Sandy Township. The per capita amount of debt is therefore $560.67 for Sandy Township residents and $2,412.22 for DuBois residents. Why would the ST Supervisors believe that adding such a debt burden to township residents is in their best interests?**

**What will it cost Sandy Township taxpayers to proceed in the consolidation process? Before a vote by residents in November, there is a lot which must be accomplished. The consolidation report calls for the following studies to be completed: A. Cost allocation study regarding water & sewer rates; B. Detailed review of fees and permits under the new municipality; C. A detailed space utilization [facilities] study; D. Software analysis to determine how the disparate municipal systems can be merged and identify costs; E. The fire consolidation study is being completed. Will there be any costs associated?; F. An actuarial study and report will be needed to determine the feasibility of transitioning the ST defined contribution retirement plan to a new defined benefit plan; G. The entire retirement system requires a determination of funding alternatives and compatibility among plans; H. A joint committee will draft the home rule charter and create a list of 10 elements related to governance [e.g. ordinances]. This will be very costly. Why should Sandy Township commit to such expenses before they know if the citizens would approve a merger? Does spending these additional taxpayer dollars merely provide additional justification for approval of a merger?**

*Please see slides 4-7 – The Case for Consolidation – to review the current financial conditions and future impact on each municipality.*

*Please see slide 9-10, Financial Impacts – to review the impact on property taxes and water and sewer rates.*

 *The December version of the report maintained the expenditures of the consolidated municipality at the same level as the two separate municipalities. The later version of the report assumed the elimination of duplicate positions that reduced expenditures and led to the lower millage rates.*

## Fire Services

*There were numerous questions and comments regarding possible consolidation of fire services, as noted below. Note that the consideration of municipal consolidation would not impact fire services. There is a separate study underway regarding consolidation fire services.*

* **Fire Department – I believe you should highlight the fact that the “The two municipalities are currently undergoing a fire consolidation study. The study will determine if realistic alternative methods exist to provide for fire department services within the city of DuBois and Sandy Township with increased effectiveness while realizing a fiscally efficient system, according to the description provided by the municipalities. The study is to evaluate partial or complete consolidation to achieve enhanced safety, increased efficient operations and operational costs, coordination and use of regional resources with elimination of artificial boundaries and duplication of resources, and standardization of services and programs.”**
* **While the current study may use the word “if realistic” to placate some, following a consolidation the study should be noted “will examine all methods to provide the best possible fire protection service for the new entity.” This will most likely include a full consolidation of the departments into one with a single fire chief supported by various assistants and captains at the companies. The consolidation of the various wards and companies will be explored. My guess is that it is anticipated to maintain a fully volunteer department but all alternatives including a minimal paid unit(s) supported by volunteers needs to be explored.**
* **The various companies need to be sold on how they will be funded. I believe funding is a major difference between DuBois and Sandy Fire Departments and this issue needs to be addressed maybe not as part of the study but as part of your meetings with the Departments and individual companies. (These meetings need to take place.)**
* **Again, a letter from Department (or letters from the various companies involved) would be a “head turner” in my opinion. May be enough to carry the vote.**

## Additional Comments Noted

* Page #110 – “Form of Government Recommendation A larger, combined tax base should provide the new municipality with more capacity to handle the cost of the robust services necessary to serve the population. Home rule would give the new municipality more flexibility to tap into that tax base in a manner appropriate to local needs. In addition, home rule would permit the community to craft a local government structure that is most responsive to local needs.” This is an excellent wrap-up statement that needs to be highlighted over and over.
* In terms of cons, the major issues are the loss of Sandy Township’s annual CDBG appropriation and costs the two municipalities could incur through the consolidation process. There is little in the way of dedicated state grant funds to pay for these costs. The most prudent course for the municipalities is to reach out to their state representatives about potential funding and possible “hold harmless” legislation concerning CDBG funding.
* It looks to me as if the township begins to run a deficit in 2023 while DuBois can get to 2025 before running in the red. While the study pts out a reducing in taxes for both entities you need to point out that if the consolidation doesn’t go through taxes will need to increase in both communities with Sandy increasing taxes sooner. In other words, note to the voters (don’t dwell on it – stay positive and pro consolidation) what happens in the immediate future if the consolidation proposal fails (in all areas).
* From what I read, I believe that there are no major tax increases anticipated / projected other than what will be needed by DuBois and Sandy Twp consolidation or not. I believe it is important to stress this fact. Isn't it best to spread these necessary costs over a larger tax base? I know nothing of the tax limits of new structure, but a larger tax base will help hold down individual taxes.
* Maintaining Community Character One concern expressed by municipal residents of both communities is that their interests remain represented and that the character of their neighborhoods be maintained. One way to accomplish this is to structure the new government partially through a ward system so that areas have specific elected representatives that understand their interests. This would be determined by the independent committee to study government structure of a consolidated municipality. In Princeton, where borough residents were concerned about downtown and township residents where concerned about maintaining rural character, advisory planning districts were created to provide residents a formal mechanism to be heard on proposals in their neighborhoods19. A combined municipality could create something similar. The new municipality also could maintain current zoning designations.” This is very important and needs to be stressed at the various info meetings throughout the area.
* It would be very nice if both Dush and Arminini come out in support of the consolidation. They can express this support by stating that they will work hard in Harrisburg to obtain consolidation funds as well an minimize the CDBG funding loss.
* As part of a municipal reorganization, a detailed space needs and utilization study should be undertaken. Future plans for administrative and law enforcement functions should focus on DuBois City Hall. However, the current configuration of the building would not be able to accommodate all the people and staff. As noted in the police section, the DuBois Police Department is already nearing functional capacity and would need additional space. Possible reconfigurations or additions would include converting part of the garage space into useable space for the police department; moving engineering, public works and redevelopment authority staff to another facility; and moving police department leadership and investigative staff to other spaces in the building. Sandy Township’s building is not a viable facility for future operations, although it would be reasonable to repurpose some of the property as an auxiliary storage area for public works equipment and materials.

## I believe you need to comment on how the consolidated city would complete a thorough evaluation in each of these areas to how best to combine these departments and facilities into a single entities under a newly formed city focused on improving current services and exploring new technologies into the future. You can make one overarching statement for each police, public works, administration, etc.

* Don’t forget to address how the current council members and trustees will be addressed. Their position, there constituency of representation, equality on a new council, and retirement/financial benefits. I’m sure there are other issues that need to be explained in detail to the current council members and trustees. While a person may say publicly that they support the issue, behind the scenes they may work to ensure its defeat. Remember, Lawrence Township wouldn’t even let the issue on the ballot. This consolidation issue cannot be allowed to die on the council or trustee floor!!!!!!!!!!
* When we merged two cooperatives in Ohio every board member remained from each co-op was a member of the new board. A plan was developed to adjust boundaries within the new consolidated co-op to reduce the number of board members from 12 (5+7) to 9 over a 3-5 year period. The boundaries were based on population of representation along with physical boundaries (i.e. streams, (counties in the co-op consolidation case), streets, roads, etc. The slow reduction in the number of council members would allow the new city’s council members to evaluate if they want to run for the new council seats as they become open. Yes – this may have council members running against each other a few years down the road. You may also see 1-2 members decide to retire. I believe addressing how current council members/trustees will be addressed following consolidation is very important because neither entity (leaders & voters) wants to view they are getting the “short end of the stick”. We have to try to sell this as a merger of equals with each entity bring benefits to the table.
* I believe the comments received from the various employees, council members and trustees responding to how TL issues would be addressed as part of this consolidation proposal need to be addressed upfront – even if only to say that a specific issue will be fully explored moving forward. There are some excellent comments in this section – don’t ignore these issues they are very important to gaining TL’s support and votes. Most of these issues are ones the TL community is discussing. While I believe many in TL will support the ballot issue there are many older, established residents who question the benefit.
* Excellent points and question. TL is a major player in this game and the committee needs to address the concerns that Sandy Twp has ignored for many years. I strongly believe you need to address how the newly created entity will work closely with TL to address the TL issues. (i.e. many joint efforts as I mentioned in my previous e-mail) I believe the perception in TL is that Sandy Twp has ignored many TL issues. TL is Sandy Twp‘s cash cow with little to no services received in return. I know the private nature of TL is problematic, but the committee must stress to the TL residents that there will be a benefit to them in a consolidated city.
* Most all residents recognize that while all of the TL property tax money goes to the township, TL receives little to no services in return. A consolidated organization must show how it can help TL rather than keep the status quo. There has to be an effort to say that the consolidation will be a benefit to TL (other than just a slight reduction in taxes). I don’t believe the status que in working relationships will win the argument.
* It should be highlighted that both entities will need to spend money in the near future on capital expenditures. For example, wouldn’t it be better to build one large municipal building rather than two smaller ones? I believe I read where both entities are busting at the seams so capital expenditures are going to be needed and going back to Q#1, isn’t it better to spread these costs over a larger population??
* Consider the following as an initial plan for a consolidated entity:

-Regular police patrols (in cooperation with TL security).

-Joint purchasing of materials and equipment providing the opportunity to TL to reduced costs.
-Joint paving of roads and/or bidding for improvements (drainage/surface water issues)
-Plowing of main roads with all other roads within TL plowed by TL.
-Even if you just say you will be exploring these options going forward may be enough to get the people who are sitting on the fence on board to support the consolidation.
-There will be no increase in services for treasure lake residents if the consolidation is approved.

* He thinks it’s a shame that township employees could lose their job when the township is more financially stable than the City.  The Township should “inherit” what city employees would be needed.  The City employs too many people as it is.
* The employees (most if not all 😊) have been good employees and the voters care about how they will be treated. Impact on municipal employees through reductions in overlap and duplication could be kept to a minimum using attrition and buyouts. The voters need to know they employees will be treated fairly.
* Of course, benefits will need to be studied but I agree that the way to go may be to keep current plans in place for current employees but move to have new employees fall under new benefit plans. (Defined contribution is the way many companies are going but a small / base defined benefit plan combined with an improved defined contribution plan may be a good compromise.) Current employees need to be held harmless in any agreements.
* It would be great to get the employees / unions (of both entities) to issue a letter in support of the consolidation.
* I believe that you should address the areas of each entity where changes are needed on a relatively short-term horizon without the consolidation. These changes / reductions will need to be implemented because of the reduction in revenue (deficits) facing both organizations in the near future.
* Water/Wastewater – I strongly believe you (and when I say you I really mean we 😊) need to stress the benefits of spreading the costs of the current system and required (state and federal) and modernization upgrades across a broader number of accounts. For TL I strongly believe you need to address the cooperation the city water and sewage depts will have with Aqua – possibly tying the systems together for backup in drought conditions, tying systems together to minimize water treatment costs, possible joint ventures to improve operational systems (such as billing, sharing equipment, joint purchasing/deliveries - whatever). I believe you need to state the consolidated city will work closely with Aqua to improve the overall service to the consolidated community as a whole. (It would be fantastic to get Aqua to issue a letter of support for the consolidation. Start talking with them now on the how tos!)
* I have read all 216 pages of your study and have concluded your entire study is based on assumption! You assume that the new government will be a home rule, you assume that positions will removed and none added (yet you yourself say additional people will be needed in some departments! You assume that the Unions for workers and Police will sit back and let the new government do as they please. You assume that property taxes will be lowered and utility rates will be lowered, yet the city needs to build a new sewage treatment plant to be able to stay within government regulations, as for property taxes, I am 68 years old and lived in this area all my life and can not remember ever receiving a tax cut and don’t expect it now! You assume economic development is going to come when Pennsylvania as a whole is losing most businesses not gaining as is all of the country! You talk about lower rates to bring these businesses, as a former Township Supervisor I know Companies come in with there hands out wanting to know what you are going to do for them if they come, not gee we want to come here because you have high water and sewer costs! You assume new people will want to come here under home rule where there taxes can be raised up to 30 mills and earned income tax can be raised to whatever is needed because we can! You assume Healthcare costs can be lowered when these are controlled by union contracts, like there pay! You assume you can cut costs with a tier system for new hires! First, how long will that take and second, all a tier system does is promote problems with workers! I work beside you do the same job but I am paid less for doing it! I’m sure that would be a great incentive to want to work harder for you! Enough on the assuming, I am not against this community growing and making it a better place for families to raise there children!

Please stop promising the rainbow to these residents and give them the truth! How will you expect two Police Departments to join knowing that wage structure from one to the other is on average 10,000 dollars different, pensions along with retirement lengths and age are different along with many other differences. We also know you don’t dictate to Police as if they don’t want something they just let it go to arbitration where they usually get what they want! Next, how do you sell the Fire Departments where one is owned by the City and the other is entirely owned by the Fire Department, One set up for city fire fighting and the other rural fire fighting! With millions of dollars of trucks and equipment owned by the fire department, do we expect them to hand it over for free! You talk of saving the 558,000 dollars with people cuts and lowering utility rates! First of all not all Township residents have water and sewer from DuBois. A big part of population for Township live and pay both in Treasure Lake along with those in the township with wells and on lot sewage treatment! How was that figured into this?