

**MINUTES OF THE HANOVER BOROUGH
GOVERNANCE & POLICY COMMITTEE MEETING
March 6, 2023**

Chairperson Dr. Rupp convened the meeting of the Hanover Borough Council Governance & Policy Committee meeting on Monday, March 6, 2023, at 6:00 PM in the Hanover Municipal Building, 44 Frederick Street, Hanover, PA, as advertised.

Attendance: In attendance were Committee Members Funk, G. Greenholt and Rupp; Borough Manager Lewis and Human Resources Director Hill.

Approval of the Minutes: It was moved by Mrs. Funk, seconded by Mr. Greenholt to approve the minutes of January 9, 2023. Motion carried.

Public Comment: None was presented.

Proposed Fringe Benefits Policy:

Human Resource Director Hill explained that the proposed Fringe Benefits Policy applies to all employees of the Borough and provides clarification on the taxability of certain benefits received by employees as part of their total compensation. Rules regarding the taxability of these benefits are set by the Internal Revenue Code. There has never been a personnel policy to address fringe benefits; upon adoption, there will be an internal audit by the Finance Director and HR Director to review current benefits for compliance. Following a brief discussion, it was moved by Mrs. Funk, seconded by Mr. Greenholt to move the Frings Benefits Policy to the Council Workshop agenda for consideration. Motion carried.

Review of Resolution 1296 Public Comment Time Limitation:

Dr. Rupp highlighted the role of the chair in the currently adopted resolution and noted that the time limit could be extended for up to five (5) minutes, as previously proposed by Mrs. Funk, provided the chair fulfilled the role as established. Manager Lewis noted that public comment is not intended to be an interactive discussion. Mrs. Funk was concerned that the public may not understand an action made by Council. Dr. Rupp mentioned that the chair could allow public comment any time during the meeting to clarify an action but that any questions should be answered following the meeting by trained and knowledgeable staff. Mrs. Funk wants the public to be shown compassion from Council. All agreed that Council is welcoming of comments and questions and want to encourage public participation. Isaac Riston, a resident at 227 Locust Street, suggested that the public may not be aware of Robert's Rules or how to participate in public meetings. After further discussion, it was agreed that an informational pamphlet would be created and available for the public. Mrs. Funk stated that the three (3) minute time limit could remain provided the chair manages the meeting as described in the resolution. Dr. Rupp suggested to amend Resolution 1296 by moving #8, to immediately follow #2, which should clarify that there is a three (3) minute time limit, but that the chair can adjust that time to manage the meeting.

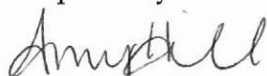
It was moved by Mr. Greenholt, seconded by Mrs. Funk to move the proposed amendment of Resolution No. 1296 to the Council Workshop agenda for consideration. Motion carried.

Additional Public Comment: None was presented.

Chairman Dr. Rupp thanked all for their attendance this evening.

Adjournment: It was moved by Mrs. Funk, seconded by Mr. Greenholt to adjourn the meeting at 7:10 PM. Motion carried.

Respectfully Submitted,



Amy Hill, Human Resources Director
Recording Secretary