

BUCKS COUNTY CONSORTIUM MEETING MINUTES
Thursday, February 1, 2024

Call to Order:

A meeting of the Bucks County Consortium was held at 9:24 a.m. at Warwick Township on February 1, 2024, and called to order by Consortium Vice President, Becki Marencik.

Roll Call, Introductions and Community Updates:

The following Bucks County communities were represented at the meeting:

Randee Elton, Bristol Township
Jessica Ireland, Bristol Township
Megan Abbott, Bristol Township
Darrell Card, Chalfont Borough
John Larson, Chalfont New Britian Sewer Authority
Caroline Brinker, Doylestown Borough
Stephanie Mason, Doylestown Township
Andea Susten, Doylestown Township
Steve Bradshaw, Langhorne Borough
Dave Kratzer, Lower Makefield Township
Nicole Beckett, Meyner Center at Lafayette
Ashley Casey, Middletown Township
Stephanie Teoli Kuhls, Middletown Township
Nick Valla, Middletown Township
Mega Bhandary, Middletown Township
Katherine McGovern, Newtown Township
Bob Pelligrino, Northampton Township
Bill Wert, Northampton Township
Angela Benner, Plumstead Township
Kris Barndt, Quakertown Borough
Christopher Garges, Solebury Township
Cathi Cataldi, Solebury Township
Kyle Detweiler, Telford Borough
John Ramey, Warminster Township
Kyle Seckinger, Warwick Township
Becki Marencik, Warwick Township
Skye Sorresso, Warwick Township
Lauri Halderson, Warwick Township Water & Sewer Authority
Stacy Mulholland, Wrightstown Township
Paula Johnson, Yardley Borough
Patty Sargent, Yardley Borough

Sponsors:

Beth Kaufman, Equitable Advisors
Brian Burk, Equitable Advisors
Chuck Raudenbush, Hough Associates
David Ohman, Uninvest
Anna Linn, Uninvest
Jennifer Smith, Waste Management

Sponsors Spotlight:

Kevin H. Buraks, Esquire, Portnoff Law Associates, Ltd
Alex Baranov, Fastest Labs of Bensalem

Manager's Panel: Employee Engagement/Retention

The Manager's Panel consisted of Sandra Zadell, Township Manager at Upper Gwynedd Township, Bill Wert, Assistant Township Manager at Northampton Township, and Roseann McGrath, Human Resource Consultant for municipalities.

Becki Marencik moderated the panel and started by asking each of the panelists to begin by providing their professional background, including their current and most recent municipalities with population and approximate number of employees.

Mrs. Marencik began by asking the panelist if they were using specific tools to assist in attracting quality candidates. And if so, what have you found that employees are interested in today that changed from the past?

The panelists discussed the retention culture of trust, as we all know that working in municipality is a thankless job. They added recognizing employees by nominations, organizing potlucks, as a Township Manager having a successful plan in place that will keep employees happy and well.

Ms. Zadell commented that she performs "stay interviews" during a department head's anniversary period and will ask a series of questions one being "what could another municipality do to try and steal you?"

The panelist then discussed what recruiting measures they have taken to secure a diverse pool of candidates. The panelist discussed a blind resume process where the names and addresses of the applicants are hidden until the list is narrowed down.

Mrs. Marencik questioned the panelist asking them what is one priority that you have found that most employees are looking for? The panelist unanimously stated work life balance, work from home days, and four-day work weeks. The discussion went further into how different generations value things differently.

The panelist took turns sharing their opinions on how searching for applicants has changed over time and how things have “faded” especially placing ads in the newspaper. They discussed how now job announcements are posted to social media platforms or shared via networking email blasts.

The panelists and audience interacted together to discuss tactics that they have found to engage employees that increases the chance of them staying with municipalities longer. The discussion touched on yearly staffing assessments, compensation increasing due to the changing of trends, providing longevity payment into their salary.

The panelist discussed that in order to make an employee feel valued at work you need to support those who can't work from home, keep up with the generational trends in the workforce, be bold and try and get what your employees need, as well as be consistent with police, administration, and public works contracts. They added that the least you can do is listen and try.

Mrs. Marencik thanked Sandra, Bill, and Roseann for their time today and participation in today's panel.

Treasurer's Report and Payment of Bills:

Upon motion by Angela Benner, seconded by John Ramey, the Treasurer's Report for November 2023, December 2023, and January 2024, was unanimously approved.

Approval of Minutes:

Upon motion by Caroline Brinker seconded by Stephanie Mason, the November 2, 2023, meeting minutes were unanimously approved.

Appointment of Becki Marencik as Bucks County Consortium

Upon motion by Angela Benner, seconded by Randee Elton, Becki Marencik was unanimously appointed to the President of the Bucks County Consortium.

Nomination of 2nd Vice President Nick Valla, Middletown Township

Upon motion by Robert Pelligrino, seconded by Stacey Mulholland, Nick Valla was unanimously appointed the 2nd Vice President of the Bucks County Consortium.

Adjournment:

Mrs. Marencik announced that the March Bucks County Consortium meeting will be held at Middletown Township on Thursday, March 7, 2024.

The meeting was adjourned at 10:35 a.m.

Respectfully Submitted,

Ashley Casey
Consortium Coordinator