

From: [Michael Long](#)
To: [Bradford Flynn](#)
Subject: Re: Questions
Date: Wednesday, January 5, 2022 8:30:43 AM

Ummmm...

4 fcksake that wasn't supposed to have sent. . Minimized app intending to proof read and change a few things later. Started trying to edit text and was like wtf and when I realized it wasn't a draft, I blurted a Homer style, "Doh".

Quickly though, Just wanted to send my appreciation for the insight and clarifications you provided, it's much appreciated.

I would be grateful for an opportunity to discuss some of my thoughts and ideas. Which might not be as simple or even feasible. You helped me to realize that not everything, is as straight forward, as one might think. I should've known better then to base my conclusions off simplified line items in a budget. I would be willing to offer my services where useful.

Again I thank you for your time and patience educating me on regarding some of my misinterpretations. Lastly, Thank you for your service both prior and current.

Respectfully,

Michael Long



Michael Long □

Michael Long

On January 4, 2022 at 12:09 GMT, Michael Long [REDACTED] wrote:

Again thank you for your response with the meeting last night I by no means expected a return reply and before our conversation initiated I had planned on zooming in and presenting a few of my questions in that forum. As it saved me from looking quite foolish with regards to the insurance expense as I'll get to in a moment.

I'll try my damndest to keep this short, as for my comments on salary, and after I reread my correspondence I understand the confusion. I refered to it as your expense of 144k but I understood the breakdown of the different parts of of that portion of the budget. When I referred to the pay comparative to other larger cities I was basing that off of this <https://www.ziprecruiter.com/Salaries/Municipal-Manager-Salary--in-Pennsylvania> and had a screenshot I had intended to attach yesterday but by the time I finished I had forgotten, apologies.

When I made the reference to a "slush fund" I was referring expense accts perks such as mobile device, cell plans, car, fuel and the what not. In an job where salary figures are available for all to see, I always refered to them as quite raises. I'm not saying thats the case here and I get that those are things used for work but it's not something every employer offers. By no means am I suggesting that you or any employee doesnt deserve their wage and

whatever additional is afforded them.

Personally I think the Mayors healthcare should be fully covered as law prohibits a higher pay rate based on bath having a pop of less then 5k and the insurance coverage is a "quiet raise" and deservingly so. She is, the PR department and being so, is the one usually getting hit with shit first and attempts to lessen the stink for you and others. So I suppose my point is it's great that all this new labor was added but with so little funding left over what good is all the employees if you can't afford any projects to keep them busy.

Quickly, as for the extreme error in my figures regarding the insurance. When I was transcribing my letter to you I should have confirmed my data as I was going but instead was simply attempting recollect and made an error by using public works payroll instead of the health insurance costs which is why I was some 120k over. For this i am regretful.

All of this is solely my own opinion based off of incomplete data. I get that but I have a rather unique background (summary incoming) major: Biz Mgnt + Mkting minor: Acct only time i collected a 1099 was senior project start PT PC sales. Within 9 months Dept head, store no 1 in compqny, managed 48 and had an idea and laid the groundwork for what is now the Geek Squad at Best Buy. Next: IT and network install startup. Sold within 2 years.

Housing boom I wake up and decided to become a GC. 3 years in million \$ jobs then housing crash. Back to laurels. Small/med size biz consulting I'll 4 o'clock but like that she heard something I swear outside that's what made her sit up was like loud woke me up whenever that was really loud it's like a bang

 **Michael Long** □

Michael Long

On January 4, 2022 at 4:46 GMT, Bradford Flynn <bradford.flynn@boroughofbath.org> wrote:

Hey Mike,

Bath can't enforce a PA DEP statute. We have no jurisdiction over DEP regulations.

I can appreciate you reading through the budget materials but ask questions before jumping to any conclusions.

So let me help you out:

The \$144k you reference as my salary, is absolutely, not my salary. There are many lines that make up the Manager Line Items (not a personal budget) within the boroughs budget.

In the same column where you cite the \$144k—this amount is for fiscal year 2020, actual spent, which includes all line items for general borough management. My salary as listed within the lines was only \$75,008.07, little more than half the overall management line items. The current budget for Borough Manager (FY 2022) is set at \$131,151.82. Of that amount, a portion is established as the manager's salary.

I'd love to earn the salaries you mentioned. Comparing me against Allentown, Reading, and Lancaster Mayors, and the Pottstown Borough Manager. The base salary for Allentown and Reading Mayors (not managers—since these cities are formed as strong Mayor-Council forms of governments, different from Council-Manager forms of government) is north of \$170k. Plus, I believe Reading has a City Administrator that makes \$150k a year, alongside the mayor. These folks make a lot more than I do.

Instead of specifically calling out the cities you did, you should run numbers based on southeast PA borough manager salaries. If you investigated that, you would find that among boroughs in Berks, Bucks, Chester, Delaware, Lehigh, Montgomery, and Northampton Counties that the average annual borough manager's compensation is \$95,123.00. Just base salary, considering no other fringe benefits. The median salary is \$95,481. I can tell you I don't make the league average. My work and dedication to Bath is something that goes beyond my annual salary. If it was just about the salary, I would've left a long time ago.

Not at all sure where you're pulling the healthcare cost numbers. You need to analyze employee numbers to understand healthcare costs. If we've added employees, then yes, healthcare costs increased, but not because of premium inflation. Plus, there are other considerations that you wouldn't have known just looking at the line items, which is why its good to ask questions.

For example, Bath's total 2021 Healthcare cost for employees was \$92,702.88. Because of personnel changes and changes to personnel insurance packages, the cost in 2022 will be \$78,753.84, a 15% decrease from 2021. Premiums did rise 6% from 2021 to 2022. The line item doesn't include the employee contribution, which is 5% toward their healthcare premiums. Finally, the mayor is authorized to join the borough's health insurance plan. The expense line will only tell you of the amount spent. You would then need to compare with the revenue side of the budget to see where the borough receives payment from the mayor for this coverage. The borough does not pick up the cost of the mayor's healthcare plan. So, you see, it's very easy to misinterpret budget lines.

I'm not opposed to writing grants. I have my opinions about grants, but who doesn't that's ever actually managed grants. I've been serving Bath since 2015. In that time, I've been awarded \$1.3 million in grant funding on numerous projects throughout Bath. Grant writing is difficult, competitive, and a discipline all to itself. In some cases, it is a full-time job just

to administer grant files.

Another thing to consider about grants, I'm not authorized to just write grants for anything. Council sets the priorities, asks if there are grant opportunities, I seek those opportunities out and they authorize the submission of those grants upon further investigation. Grants are often tied to local matches. Additional money the borough doesn't have to throw around on just any project. Therefore, Council authorization comes into play.

Slush funds? There again, I wish! Bath has just north of \$400k earning interest in the 'Operating Reserve Fund.' This is the borough's only rainy-day fund. This fund will only keep borough operations running for 4 months before total depletion. It's not much cash on hand at all.

I'd love to continue, but I need to rest! This is triple overtime and I'm not getting paid a cent for it! I'm salaried at below the league average line. Kidding. I do need to rest though.

I'd be more than willing to have you down at borough hall for lunch someday. We can discuss your ideas or address any concerns you have on any topic.

Take care,

Bradford T. Flynn, MPA, CBO

Borough Manager

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From: Michael Long [REDACTED]
Sent: Monday, January 3, 2022 7:36 PM
To: Bradford Flynn <bradford.flynn@boroughofbath.org>
Subject: Re: Questions

As the Borough took ownership of both 400 N Chestnut and 300 N chestnut on the same day 2/28/95 for \$1 and in accordance with open space requirements with subdivision development. It makes logical sense that this is what the intent of both properties. As records from then or even back to further are unavailable online I don't have the prove in my hand but that's easily attainable on your end as it would be cleared up by observing the final copy of the approved development plan for the townhouses as the open space property specifics and expectations would've needed to be included before approval would've been granted.

 [Michael Long](#) □

Michael Long

On January 4, 2022 at 0:04 GMT, Michael Long [REDACTED] wrote:

I truly appreciate your quick response. As for the law regarding tree removal I'll provide you a link later. It's PADEP statute. As for the smell the fire department was here and had investigated but couldn't determine the source as it was dark. Hence why you were informed. The smell as I had said in my original correspondence has thankfully subsided and I haven't noticed in probably two weeks.

I would definitely be interested in helping with any committee in need of it. The mayor is very familiar with me and my family. I have many ideas that would be a of great benefit

to the community.

As you've stated the presumed property values have increased but much of that is nothing but numbers on paper. As I'm aware that a few home owners have attempted to Refinance but the banks would not agree with the new "current" values of the properties on Creek Rd. Which is why I believe a capital investment into firefighters park and a path connecting Creek Rd all the way to the clock with other major improvements would add a real value of 10% to surrounding property.

I'm aware you are not a proponent of grants but I can't help to wonder why a \$20k match which helped Saucon Valley retain \$300k in funding for park space development isn't feasible. A \$15k sliding board could of been a redefining moment for Bath.

It's all well and good to gush over redevelopment at a time that contractors are trying to build in order to cash in on unaffordable valuations. As the new units are ridiculous, when considering a 900 SQ ft unit is \$1600 month. Aside from which all the additional strain on an already perpetually underfunded public spaces agenda. As for the development intended for off Century Dr, it would add significant stress to infrastructure while being located in the development zone exempting it from many taxes making it a wash. Although I am all for the development.

.06 of the budget is attributed to save increase but that doesn't include all the slush funds that have been created and attributed, as for just 2022 your personal budget is assumed at \$144k or roughly 10% of the yearly budget. This is on top of the almost \$250k in health insurance premiums that didn't exist even 3 years ago. In 2019 the borough bragged about the slight 2% increase in premiums compared to others seeing 10%. But then witnessed a 1000% increase during the pandemic.

It was also said that funding provided by covid stimulus was only to be used for communication and hence our new \$30k digital signature we paid \$40k for. But then I see an expected expense of \$20k for high speed internet. Unless there is a secret plan to provide an isp for residents I can't figure out why. Considering the great expense made just 2 years ago on all new tech for the building.

There are many numbers that just don't make sense with the budgets and how they are allocated. Specifically when "we do more with less" but in a town of 2600 people our municipal manager makes more than that of the same position in Reading, Allentown, Pottstown or Lancaster. Cities with upwards of 50k residents.

But I'm going to end on this note for now, the most significant issue this community faces and has for years is Keystone Cement and their Hazardous Waste Disposal having

significant threat to the community. Now more so then ever being that they have been in "significant violation" status for 6 continuous months and has a long history going back to the biggest mystery I'm intent on solving which was the fire of 97 and whatever toxic release that happened that day and still no public release as to what has been made available to the public. But a month later proceeded to the spinoff of the water authority for exactly 30 years which at the time was also the statue of limitations on environmental crimes. (Does the borough become responsible for all double loan they just took out when control transfers back to the borough?)

That incident promoted many law changes on both state and federal levels and during a Congressional hearing that has only just recently been made available the minutes show that it was stated as having avoided, "the worst industrial accident in the history of the United States". As they avoided significant repercussions due to the law allowing them to burn toxic waste having been written in a way that allowed government to be held liable for their actions and hence prompted the congressional hearing. Keystone still felt it necessary to "gift" a 12 acre plot of land to the fire company and today sees the men that were there fighting that fire having significant medical situations.

I care about this town deeply and I want to see only the best for it. The possibilities are endless. I just believe there is ways to fast track development without creating financial shortfalls. Yes taxes are low but a .25 mill increase dedicated to park development isn't one people would complain about because they would see that money being spent. A yearly fee on rentals for parks and rec would generate a revenue stream that couldn't be rerouted. A revenue bond tied to a tax that would then expire could easily finance a massive remaking of the town in time for the 275th. A walking path along the watershed, pavilions, basketball courts, bleachers, gazebos, picnic areas, sidewalks, 3-4 pedestrian bridges and a paved parking lot where the overfill is. Giving this town a heart without concern of parking while walking distance for the condos, townhouses and new developments.

I personally don't give a shit what anyone gets paid as I believe almost everyone is under paid. But a community needs to see some type of return on it's funding and in 35 years you've replace the basketball nets. We can and should do better. I say this for myself and all the people whom actually live in this damn town.

This is but a sliver of information I've gathered over the last few months, Some of which slightly shocking.

Thank you for you time and I by no means mean anything personal although I could see where you might make such a distinction. If you feel that to be the case, I apologize profusely. That is not my intent. But I think with the way government is run that even

though things are available to the public to see, that very very few have the time, desire or understanding to do so. They expect that government will AI we ate do right by them or they expect an just live with the fact that there is always something questionable but shrug it off because they don't care to be involved. Me personally I just assume that government is run by people whom are just that, people. Never perfect and each is unique and thats why just the right combination can achieve anything and that is my intent. It's time to make Bath a town even the employees wanna live in.

Thanks for your ear and I'd being open to helping in any way you'd deem fit. I provide a very diverse and unique skillet that would provide value to achieving something remarkable for the sake of this town

Genuinely,

Michael Long

 [Michael Long](#) □

Michael Long

On January 3, 2022 at 22:22 GMT, Bradford Flynn <bradford.flynn@boroughofbath.org> wrote:

Good afternoon, Michael,

I received your email dated January 3, 2021, to the Borough's Zoning Officer, Shawn Leidy, who forwarded me your message. I'll try to address some of your concerns.

Relative to 237 Creek Road, the borough is aware of an ongoing property dispute between adjoining property owners in that area. The borough has investigated several potential zoning and land development issues that were determined to be unfounded. To my knowledge, there is no local statute or otherwise requiring the removal of '10-20% of 8" trees" be replaced by a property owner. As far as a chemical odor, the borough public works crew has checked into this issue and couldn't find anything. If the problem

persists, I would notify the fire department.

Relative to the transfer lot, presumably you are speaking of the land on Creek Rd owned by the borough. This lot is designated R-1 or Low Density Residential. However, under the Borough's Zoning law, Section 675-142, the borough is exempt from the zoning ordinance. I'm not aware of any protective covenants placed against the lands associated with the transfer area. The area has been used as a transfer area by the boroughs public works crews dating back to the development of the Old Forge Estates community. If you can provide a site plan or other legally recorded instrument, such as a deed, that proves your position, I'd certainly like to see it.

Relative to the fill that was deposited on the 'transfer lot'. This was fill dirt brought in during the Water Authority and County bridge projects along Mill Street. The borough was delivered 'clean fill' and the transfer site has an Erosion and Sediment Plan on file with the Northampton County Conservation District. The site is monitored by the County and PA DEP. The borough materials located at the transfer area outside the 50' floodway and is not an environmental hazard in my discussions with borough engineering staff and environmental regulators.

Relative to your comment regarding "It's saddening to see that we reduced \$400k from expenses by transitioning to state police patrol only to see that money finance increases in payroll and not any significant park development." There have been yearly increases in the borough's payroll, which is part of the annual budget process. The amount budgeted for payroll increases is typically 3% of gross wages. In other words, of the overall general fund budget of \$1.5 million, this is approximately 0.6% of the total budget. And yes, we have added money to the Public Works Department because the department has been understaffed and the department needed a foreman.

The money saved from CRPD has been used to improving the borough's crumbling road network, which has been a priority of borough council for several years now. The borough has been spending just north of \$200k annually in road projects.

In the coming years, borough council is beginning to investigate recreational possibilities. Plans will be forthcoming to study park improvements at Ciff Cowling Field. Stay tuned later this winter and early spring for more information.

Bath is in the middle of a housing boom. The old Mary Fashion building was repurposed from a warehouse to housing units after sitting vacant and dilapidated for many years. The former municipal building was transformed into a residential housing apartment building. It's the first time I've seen just about every vacant or dilapidated property in

Bath revitalized. Bath View Phase II was recently completed, adding another 42 apartment units. Phase III of that project is in the pipeline to be completed by 2023. Another 78 residential units could play out behind Old Forge Estates. And the list goes on. We're seeing tremendous growth in the borough in just a few short years. Nearly 100 new residential units under construction or already built as of 2022. As far as the census data...in my opinion, problem of underreporting because it doesn't jive with the residential growth I'm seeing in the borough.

Michael, since last year, Bath has jumped up \$1.4 million in total assessed valuation. All indicators that it seems Bath is faring well.

If you have further interest in local government, you should think about sitting in on the Economic Development Committee or some of the other committees under Borough Council. Let me know if you're interested.

Thank you for your comments. If you have any other questions, just let me know.

Take care,

Bradford T. Flynn, MPA, CBO

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