

January 5, 2026 Reorganization Meeting

Meeting minutes

The Mount Penn Borough Council met for the biennial Reorganization Meeting on January 5, 2026, at Borough Hall at 200 N. 25th Street, Reading, PA 19606. Council President Rick Lombardo called the meeting to order at 7:00 PM and adjourned at 8:02 PM.

Council President Rick Lombardo, Council Vice President Christine Dise, Council Member Thomas Baer, Council Member Kelly Dudash, Council Member Troy Goodman, Council Member Michael Kindlick, Council Member David Korinchock, and Mayor Ryan Maurer were present. Staff and professionals present included Solicitor Zachary Morey, Esq. and Borough Manager Hunter L. Ahrens. Magisterial District Judge Sandra Fegley and several community members were present.

Meeting Opening

Richard Lombardo opened the Mt. Penn Borough Reorganization Meeting at 7:00 PM with the Pledge of Allegiance. A roll call was conducted of the remaining seated members of Borough Council, with Christine Dise, Michael Kindlick, and Richard Lombardo, Jr. all present, establishing a quorum.

A motion was made to appoint Zachary A. Morey, Esq. as President Pro-Tempore to preside over the administration of oaths of office and the election of a Council President.

Motion by Christine Dise, seconded by Michael Kindlick, to appoint Zachary A. Morey, Esq. as President Pro-Tempore until a Council President is elected. Motion carried unanimously.

Oaths of Office

Magisterial District Judge Sandra Fegley administered the oath of office to newly elected officials. Ryan Maurer was sworn in as Mayor, followed by Thomas Baer, Troy Goodman, and David Korinchock. Each took the oath to support, obey, and defend the Constitution of the United States and the constitution of the Commonwealth.

Public Comments

There were no public comments.

Validate and Declare Vacancy

Michael Kindlick formally refused the office of Borough Council Member to which he was elected for a 4-year term in the November election. The Council then moved to declare the vacancy and appoint Kelly Dudash to fill it.

Motion by Michael Kindlick, seconded by Richard Lombardo, to declare a vacancy for the Borough Council seat that Michael Kindlick was elected to and certified by the County of Berks which he refused. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Richard Lombardo, to appoint Kelly M. Dudash of 2701 Filbert Avenue to the vacancy of a Borough Council Member. Motion carried unanimously.

Judge Fegley administered the oath of office to Kelly Dudash to support, obey, and defend the Constitution of the United States and the constitution of the Commonwealth.

Election of Officers

Zachary Morey took a revised roll call with all members present: Thomas Baer, Christine Dise, Kelly Dudash, Troy Goodman, Michael Kindlick, David Korinchok, Richard Lombardo, Mayor Ryan Maurer, and Zachary Morey, Esq. Hunter Ahrens was also present.

Nominations were then opened for the office of Council President.

Motion by Thomas Baer, seconded by Christine Dise, to nominate Richard Lombardo as Council President. No other nominations were made. Motion carried unanimously.

After his election, Mr. Lombardo took over presiding over the meeting and thanked the Council for giving him another term to serve as Council President.

Nominations were then opened for Vice President.

Motion by Thomas Baer, seconded by Richard Lombardo, to nominate Christine Dise as Council Vice President. No other nominations were made. Motion carried unanimously.

Reorganization of Appointed Officials

The Council proceeded to approve a series of resolutions appointing various officials and staff for 2026-2027:

Motion by Christine Dise, seconded by Michael Kindlick, to appoint the firm Hoffert & Klonis as the Solicitor for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 01-26. Motion carried unanimously.

Motion by Christine Dise, seconded by Michael Kindlick, to appoint the company Cherry Bakeart as the Auditor for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 02-26. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to appoint Hunter L. Ahrens as Borough Manager for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 03-26 and to approve his contract and append it to these minutes. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to appoint Hunter L. Ahrens, in addition to his duties as Borough Manager, as Borough Secretary for 2026 and 2027. Motion carried unanimously.

Motion by Michael Kindlick, seconded by David Korinchok, to appoint Hunter L. Ahrens, in addition to his duties as Borough Manager, as Borough Treasurer for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Michael Kindlick, to appoint Thomas Baer as Borough Controller under Resolution No. 04-26 for 2026 and 2027. Motion carried unanimously.

Motion by David Korinchock, seconded by Thomas Baer, to appoint staff and establish wages under Resolution No. 05-26 for 2026 and 2027. Motion carried unanimously.

Motion by Michael Kindlick, seconded by David Korinchock, to appoint the firm Systems Design Engineering as the Engineer for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 06-26. Motion carried unanimously.

Motion Thomas Baer, seconded by Michael Kindlick, to appoint the firm Systems Design Engineering as the Accessibility Inspector for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 07-26. Motion carried unanimously.

Motion by David Korinchock, seconded by Thomas Baer, to appoint the firm Systems Design Engineering as the Sewage Enforcement Officer for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 08-26. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to appoint Arthur Kelly, Jr. and Central Berks Regional Codes Department as the Zoning Officer for the Borough of Mt. Penn and Michael Rohrer and the firm Systems Design Engineering as the Assistant Zoning Officer for 2026 and 2027 under Resolution No. 09-26. Motion carried unanimously.

Motion by Kelly Dudash, seconded by David Korinchock, to appoint the firm Systems Design Engineering as the Building Code Official for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 10-26. Motion carried unanimously.

Motion by Christine Dise, seconded by Kelly Dudash, to appoint Timothy Waldman as the Fire Marshal for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 11-26. Motion carried unanimously.

Motion by Troy Goodman, seconded by Kelly Dudash, to appoint Timothy Waldman as the Electrical Inspector for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 12-26. Motion carried unanimously.

Motion by Kelly Dudash, seconded by Thomas Baer, to appoint Brian Sands as the Plumbing Inspector for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 13-26. Motion carried unanimously.

Motion by Kelly Dudash, seconded by David Korinchock, to appoint Brian Sands as the Property Transfer Inspector for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 14-26. Motion carried unanimously.

Motion by Christine Dise, seconded by Thomas Baer, to appoint James Cocuzza as the Vacancy Board Chair for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 15-26. Motion carried unanimously.

Motion by Troy Goodman, seconded by Michael Kindlick, to appoint Jonathan Shrem as the Emergency Management Coordinator for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 16-26. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to appoint Ryan Maurer, Thomas Baer, and Troy Goodman as members of the Central Berks Regional Police Commission for the Borough of Mount Penn under Resolution No. 17-26 in 2026. Motion carried unanimously.

Motion by David Korinchock, seconded by Thomas Baer, to appoint the firm Smith Bukowski as the Solicitor for the Zoning Hearing Board for the Borough of Mt. Penn for 2026 and 2027 under Resolution No. 18-26. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to appoint Thomas Baer and Charles Miller as members for Mount Penn and Lower Alsace Joint Planning Task Force for the term of one year, with their term expiring December 31, 2026. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to appoint Hunter L. Ahrens (Borough Manager), David Okonski (Streets Foreman), and A. Ty Leinneweber, P.E. (Borough Engineer) as a Bid Opening Committee to open public bids and tabulate bids prior to Borough Council meetings. Motion carried unanimously.

Other Reorganization Items

The Council approved a series of other reorganization items:

Motion by Michael Kindlick, seconded by Christine Dise, to set rules for meeting conduct of Borough Council Members, staff, and members of the public under Resolution No. 19-26. Motion carried unanimously.

Motion by Kelly Dudash, seconded by Michael Kindlick, to designate the Reading Eagle as the regular publication of legal advertisements for the Borough of Mount Penn for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Thomas Baer, to authorize the Borough of Mount Penn to participate in the Berks County Countywide Uniform Construction Code Appeals Board in for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Thomas Baer, to authorize the Borough Manager to approve discretionary purchases of up to \$2,000.00 in total each week consistent with the budget and the objectives of Borough Council in for 2026 and 2027, under Ordinance 890. Motion carried unanimously.

Motion by David Korinchock, seconded by Thomas Baer, to authorize the Borough Manager to obtain security bonding for his role as Borough Manager and Treasurer for 2026 and 2027. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Christine Dise, to accept the IRS Posted Mileage Reimbursement Rate of \$0.725 per mile for 2026. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Thomas Baer, to designate First National Bank, located locally at 5140 Perkiomen Avenue, as a repository of Borough Funds for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Michael Kindlick, to designate the Pennsylvania Local Government Investment Trust (PLGIT), located at 213 Market Street, Harrisburg, PA 17101, as a repository of Borough Funds for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by David Korinchock, to designate Thomas F. Baer, Jr., Richard Lombardo, Jr., Ryan Maurer, and Hunter L. Ahrens check signers for all Borough Funds for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Christine Dise, to designate the Mount Penn Borough Volunteer Fire Company to provide Fire Protection for Mount Penn Borough for 2026 and 2027. Motion carried unanimously.

Motion by Michael Kindlick, seconded by David Korinchock, to designate the Lower Alsace Ambulance Association to provide Emergency Medical Services for Mount Penn Borough for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Kelly Dudash, to set the office hours at Borough Hall as 8:00 AM until 4:00 PM, Monday through Friday, with permission to close the office for lunch between 12:00 PM and 1:00 PM for 2026 and 2027. Motion carried unanimously.

Motion by Christine Dise, seconded by Troy Goodman, to set the Holiday Schedule, not otherwise dictated in the Collective Bargaining Agreement, for Borough Hall and all staff to be New Year's Day; Martin Luther King, Jr. Day; Presidents' Day; Good Friday; Monday after Easter Day; Memorial Day; Independence Day; Labor Day; Columbus Day; Veterans Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve Day; and Christmas Day for 2026 and 2027. Motion carried unanimously.

Other Business

Mr. Ahrens presented updates to the Employee Handbook and a draft plan document for health reimbursement accounts set up under the union agreement. He explained that the draft document is extensive and recommended that the personnel committee meet to review it prior to approval in February.

Ahrens also presented a quote from General Code for a comprehensive review of the borough's codification, which was last updated in 2015. The total price was approximately \$23,995, but 90% would be covered by grant funding. After discussion about the importance of keeping the code updated, Council approved proceeding with the General Code proposal.

Motion by Kelly Dudash, seconded by Michael Kindlick, to approve the General Code Codification and Review quote. Motion carried unanimously.

Mr. Ahrens then presented a proposal for a server replacement from Solve-IT Technology. He explained that the current server, shared with the water authority, is six years out of warranty. The new server would cost \$14,195 and would be covered entirely by grant funds.

Motion by Michael Kindlick, seconded by Kelly Dudash, to approve the Solve-IT Technology server replacement quote. Motion carried unanimously.

Motion by Michael Kindlick, seconded by David Korinchock, to approve the December 2025 Treasurer Report. Motion carried unanimously.

Motion by Michael Kindlick, seconded by Thomas Baer, to approve the December 16, 2025 Meeting Minutes. Motion carried unanimously.

Borough Council requested clarity about the schedule of events in January 2026. Mr. Ahrens provided information about upcoming meetings, including:

- January 20: Workshop meeting/town hall at Antietam High School regarding water authority conveyance leaseback
- January 27: Regular business meeting and Ray's retirement celebration
- January 29: Joint merger meeting with Lower Alsace Board of Supervisors and DCED at Antietam High School

Council discussed the format for the January 20 town hall meeting, deciding to invite representatives from Lower Alsace Township, Saint Lawrence Borough, and Exeter Township to attend as stakeholders, though they would not be on stage.

Motion by Christine Dise, seconded by Troy Goodman, to adjourn that meeting at 8:02 PM. Motion carried unanimously.

Submitted by:

Hunter L. Ahrens

Hunter L. Ahrens, MPA, SHRM-SCP
Borough Manager

**EMPLOYMENT AGREEMENT
BETWEEN
THE BOROUGH OF MOUNT PENN AND HUNTER L. AHRENS**

THIS AGREEMENT, made and entered into on Monday, January 5, 2026, by and between the Borough of Mount Penn, Berks County, Pennsylvania (“Mt. Penn”), a political subdivision of the Commonwealth of Pennsylvania, and Hunter L. Ahrens of 531 Woodlyn Avenue, Harleysville, Pennsylvania, (hereinafter “Ahrens”) both of whom agree as follows:

WITNESSETH

WHEREAS, Mt. Penn desires to employ the services of Ahrens as Borough Manager of the Borough of Mount Penn, Pennsylvania, as provided for in the Borough Code, Act of May 1, 1933, P.L. 103, as amended, 53 P.S. SS 65101-67201 and 53 P.S. SS 66301; and Ordinance No. 890 of the Borough of Mount Penn; and

WHEREAS, the Borough Council desires to provide certain benefits, establish certain conditions of employment, and set forth working conditions for Ahrens; and

WHEREAS, Ahrens desires to be employed as Borough Manager of Mount Penn Borough.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties intending to be legally bound agree as follows:

Section I - Duties of the Borough Manager

- A.** Mt. Penn hereby agrees to employ Ahrens as Borough Manager of the Borough of Mount Penn. Ahrens hereby accepts the position of Borough Manager of the Borough of Mount Penn.
- B.** Ahrens hereby agrees to perform the functions and duties specified in the Borough Code, Ordinance No. 890, and other applicable ordinances of the Borough of Mount Penn, and to perform other legally permissible and proper duties and functions as the Borough Council (“Council”) shall from time to time assign, subject to this Agreement. Ahrens shall also discharge such other duties as appointed or assigned and shall follow all employee rules and regulations and any amendments or additions thereto, of Mt. Penn, keep the Council fully informed on a prompt and continuous basis with regard to the day-to-day operations of Mt. Penn, and perform such job functions and duties as detailed and directed by Council from time to time.
- C.** Ahrens shall faithfully serve Mt. Penn, shall use his best efforts to promote Mt. Penn’s interests, and, recognizing that this is a full-time position, shall not, without the consent of the Council, have any active business interests beyond the business of Mt. Penn except for personal investments in securities or property, assuming that such investments do not involve any material time commitment or create any conflicts of interest between Ahrens and Mt. Penn.
- D.** Ahrens shall create and maintain his schedule, including permission to work remotely. Both he and the Borough Council understand that for the successful management of the Borough, Ahrens must be regularly present at the Borough Offices. Ahrens must be available in the evenings and in emergencies. Ahrens shall be responsible for working at least forty (40) hours per week. His schedule may be supplemented with paid time off provided herein.

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- E. Ahrens and Mt. Penn shall at all times act following the ICMA Code of Ethics tenets (revised May 2025), attached herein as Addendum B. Both shall at all times act in accordance with the Pennsylvania Ethics Act.

Section II - Term

- A. The term of this agreement shall extend from January 5, 2026, to and including January 4, 2028. It is expressly understood, however, that Ahrens' employment is at will.
- B. Mt. Penn and Ahrens agree that this Employment Agreement shall not in any way affect the "at-will" status of Ahrens nor alter Mt. Penn's ability to terminate Ahrens at any time for any reason or no reason, in accordance with the Borough Code and/or the "at-will" employment doctrine as interpreted in Pennsylvania.
- C. Nothing in this Agreement shall prevent, limit, or otherwise interfere with Ahrens' right to voluntarily resign at any time from his position and employment with the Borough. In the event Ahrens voluntarily resigns as Borough Manager, Ahrens shall provide the Council with not less than thirty (30) days advance written notice unless the parties agree otherwise.
- D. If Ahrens voluntarily resigns his position, he shall give Mt. Penn at least thirty (30) days' prior written notice and shall provide Mt. Penn with any assistance it may desire in selecting his replacement.

Section III - Termination and Suspension

- A. **Suspension.** Mt. Penn and the Council may suspend Ahrens with or without full pay and benefits, or otherwise place Ahrens on administrative leave or other involuntary absence, without the consent of Ahrens, during an investigation. If Ahrens is on leave or suspension and goes without pay or benefits otherwise stipulated in this agreement, he shall be given written notice of the nature of the investigation and the opportunity to respond.
- B. **Termination.** As an at-will employee, Mt. Penn may remove Ahrens at any time, and Ahrens may resign at any time. In the event Ahrens is terminated by Mt. Penn and Ahrens is still able and desires to perform the duties of the Borough Manager. Mt. Penn agrees to continue his salary and health insurance as follows: Ahrens will be paid sixteen (16) weeks of salary and sixteen (16) weeks of health care. If Ahrens should obtain employment elsewhere before the expiration of the time that Mt. Penn is obligated to continue to provide his salary and healthcare, his salary and healthcare benefits shall cease as of the date he commences such other employment. If Ahrens is terminated because of malfeasance, misfeasance, or nonfeasance, or if he is convicted of a misdemeanor or a felony, then Mt. Penn shall have no obligation to pay Ahrens his salary or provide health insurance benefits after the termination date.

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- C. Should Ahrens be permanently disabled or otherwise unable to perform his duties because of sickness, accident, injury, mental incapacity, or health for ninety (90) days, Mt. Penn and the Council shall have the option to terminate this agreement.

Section IV - Wages

- A. Mt. Penn agrees to pay Ahrens for his services rendered pursuant hereto as Borough Manager an annual base salary, set by resolution annually. Payment is prorated during the term of this agreement, payable in installments at the same time as other employees of the Borough are paid. As provided in Section XIII, upon receipt of Ahrens' performance evaluation, Mt. Penn and the Council agree to review Ahrens' performance and base pay and, without any commitment for any modification thereof, to evaluate whether any adjustment thereto is, in the Council's exclusive discretion, as appropriate.
- B. Mt. Penn may, without any commitment for any modification, and in the Council's exclusive discretion, authorize additional compensation for Ahrens in the form of a bonus or similar payment, or extra compensation under Section V.

Section V - Retirement Benefits

- A. Retirement benefits shall be directly paid to eligible retirement accounts that Ahrens designates to the Borough.
- B. Ahrens shall be paid 10.00% equivalent to salary, quarterly to the identified retirement account(s). If Ahrens departs before the completion of a quarter, the pro-rated balance shall be paid to Ahrens' identified retirement account(s).
- C. Ahrens shall have no obligation to Mt. Penn at separation regarding his retirement benefits. Ahrens shall not be eligible for other retirement benefits offered by Mt. Penn.

Section VI - Paid Leave Benefits

- A. Holidays, Personal, Vacation, Sick, and other paid time off according to Addendum A (attached herein).
- B. Ahrens shall be entitled to paternity leave as follows:
 - 1) Ahrens shall be granted one week of vacation after the birth or adoption of a child(ren).
 - 2) After the one week of vacation, Ahrens shall be permitted to work Thursdays and Fridays remotely for up to eleven (11) weeks thereafter as part of his paternity leave.

Section VII - Health and Other Insurances

- A. Dental, Health, Life, Vision, and Long-term and Short-term disability according to Addendum A (attached herein).

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- B. Ahrens may elect to forego Health Insurance benefits for a year but shall be paid an annual stipend of \$4,800.00 for the year. If a waiver of benefits is taken, the stipend shall be pro-rated for the months when Health Insurance is not provided to Ahrens.
- C. Ahrens may elect to forego Health Insurance Benefits in October annually; a qualifying event such as marriage, death, or similar events may permit Ahrens to change his election of Health Insurance benefits before or after October.

Section VIII - Professional Development

- A. Mt. Penn shall support Ahrens' professional development and reimburse him for membership fees of the International City Manager's Association (ICMA), Society of Human Resource Management (SHRM), Government Finance Officers Association (GFOA), and Pennsylvania State Association of Boroughs (PSAB).
- B. Mt. Penn shall from time to time, as submitted to Council, pay professional development courses, seminars, training, examination fees, and other expenses associated therewith. Mt. Penn supports Ahrens' professional development as Borough Manager.

Section IX - Mobile Phone Benefit

- A. The Council shall provide Ahrens with a mobile or cellular phone for work as Borough Manager.

Section X - Other Benefits

- A. All provisions of the Code of the Borough and the rules, regulations, and policies of the Borough relating to fringe benefits and working conditions for all confidential employees as they now exist or hereafter may be amended, shall apply to Ahrens as they would to all other confidential employees of Mt. Penn.
- B. In addition to Base Salary as provided for in Section V above, Ahrens shall receive payment for services provided that are outside of the scope of the Borough Manager's typical duties. To be paid for any such service, the service must be: (1) outlined in the annual rate schedule adopted by the Council and a service typically provided by others (e.g., taking and completing minutes of Borough meetings, performing professional services for other entities as Borough Manager). Pre-approval by the Borough shall not be required if the pay rate is set by Resolution of the Council; or (2) a service not typically performed by the Manager and pre-approved in writing by the Council as to both services to be provided and compensation for the same.

Section XI - General Expenses

- A. Mt. Penn and the Council recognize and may approve, that certain expenses of a non-personal and job-affiliated nature are incurred by Ahrens, including participation and attendance in civic and other local organization functions and activities (i.e., events by the Chamber of Commerce), and hereby agrees to reimburse or pay said general expenses.
- B. Mt. Penn shall bear the full cost of any fidelity or other bonds required of Ahrens as the Borough Manager under any law or ordinance.

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Section XII - Performance Evaluation

- A. Ahrens shall provide the Council with a written performance self-evaluation no later than October 1st of each year. The Council shall review and evaluate the written performance self-evaluation following specific criteria developed jointly by the Council and Ahrens. The Council shall return a written acknowledgment and acceptance of Ahrens' self-evaluation.
- B. The Council may also make its evaluation that shall be returned to Ahrens in writing by the 15th of October annually. The Council's evaluation shall follow criteria jointly established by the Council and Ahrens.
- C. Annually, the Council and Ahrens shall jointly define goals and objectives that they determine necessary for the proper operation of the Borough of Mt. Penn, and in the attainment of the Council's policy objectives. The Council and Ahrens shall further establish a relative priority among those various goals and objectives, which shall generally be attainable within the time limitations as specified, and within the annual budget and appropriations provided. This shall be completed by February 15th annually.

Section XIII - Indemnification

- A. Mt. Penn shall defend, save harmless, and indemnify Ahrens against any tort, professional liability claim, demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Ahrens' duties as Borough Manager, excluding willful and intentional acts by Ahrens taken outside of his authority and/or the Mt. Penn's best interests. Mt. Penn and the Council may, in its exclusive judgment, compromise, settle, or litigate any such claim or suit and promptly pay or satisfy the amount of any such settlement or judgment rendered thereon. Said indemnification shall extend beyond termination of employment, and the otherwise expiration of this Agreement, to provide complete protection to Ahrens by Mt. Penn, as described herein, for any acts undertaken or committed in his capacity as Borough Manager, regardless of whether the notice of filing of a lawsuit for such tort, claim, demand, or other legal action occurs during or following Ahrens' employment with the Borough.

Section XIV - General Provisions

- A. The foregoing constitutes the entire agreement of the parties hereto concerning the subject matter of this Agreement and Ahrens acknowledges that he has not been induced by any oral or other written representations or promises other than those herein expressed. No modification hereof shall be binding upon the parties unless the same is approved by Mt. Penn and the Council, made in writing, and signed by the parties hereto.
- B. This Agreement shall be binding upon and inure to the benefit of the heirs at law and executors of the estate of Ahrens.
- C. This Agreement shall become effective upon execution by Ahrens and adoption and approval by the Council of the Borough of Mt. Penn.

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- D. If any provisions, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable the remainder of this Agreement, or portion thereof, shall not be affected and shall remain in full force and effect.

Section XV - Governing Law

- A. This Agreement shall be interpreted under the laws of the Commonwealth of Pennsylvania.

Section XVI - Waivers and Amendments

- A. No waiver of any term, provision, or condition of this Agreement, whether by conduct or otherwise, in any one or more instances, shall be deemed to be or construed as a further and continuing waiver of any such term, provision, or condition of this Agreement. No amendment to any provision of this Agreement shall be effective unless in writing and signed by each party hereto.

SIGNATURES ON THE NEXT PAGE

AHRENS EMPLOYMENT AGREEMENT

IN WITNESS THEREOF, the Borough Council of the Borough of Mt. Penn has caused this Agreement to be signed and executed on its behalf by each of its members, and Ahrens has signed and executed this Agreement, both in duplicate, on the 5th of January 2026.

**BOROUGH OF MT. PENN
COUNCIL**


Richard Lombardo, Jr., President


Hunter L. Ahrens

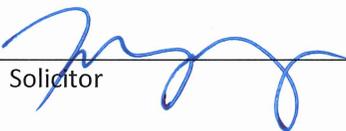

Christine Dise, Vice President


Michael Kindlick, Personnel Committee
Chair

ATTEST:


Witness

APPROVED AS TO FORM:


Solicitor

**AHRENS EMPLOYMENT AGREEMENT
ADDENDUM A**

Holidays	<p>Twelve (12) Days: New Year’s Day; Martin Luther King Day; Presidents’ Day; Good Friday; Easter Day; Memorial Day; Independence Day; Labor Day; Columbus Day; Veterans Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve Day; and Christmas Day.</p> <p>At the Council’s discretion, Ahrens may be granted additional Holidays in the calendar year.</p>
Personal Leave	Five (5) days or twenty-four (40) hours.
Vacation Leave	Fifteen (15) days or one-hundred-twenty (120) hours per calendar year.
Sick Leave	Ten (10) days or eighty (80) hours per calendar year
Other Leave with Pay	
<p><u>Medical Permission Leave</u> - Can use sick time for leave to participate in a doctor’s visit for Ahrens or his dependents.</p> <p><u>Jury Duty</u> - Receive base pay; jury fees returned to Mt. Penn.</p> <p><u>Bereavement</u> - Three (3) workdays for death in the immediate family (spouse, parent, child, grandparent, grandchild, brother, sister, etc.) to attend the funeral. One (1) bereavement day is granted for non-immediate family (death of aunt, uncle, stepparent, stepchild, father-in-law, mother-in-law, sister-in-law, and brother-in-law) to attend the funeral.</p>	
Dental Care Insurance	Provided at the direction of the Borough Council.
Healthcare Insurance	Provided at the direction of the Borough Council.
Life Insurance	Provided at the direction of the Borough Council.
Vision Care Insurance	Provided at the direction of the Borough Council.
Long-Term Disability	Provided at the direction of the Borough Council.
Short-Term Disability	Provided at the direction of the Borough Council.
Other Optional Benefits	
Direct Deposit of paycheck	
Value-Added Member Wellness Programs are offered through health coverage providers.	

**AHRENS EMPLOYMENT AGREEMENT
ADDENDUM B**

ICMA Tenants Included on Next Page

ICMA CODE OF ETHICS

The mission of ICMA is to create excellence in local governance by developing and fostering professional local government management worldwide. To further this mission, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

1. We believe professional management is essential to effective, efficient, equitable, and democratic local government.
2. Affirm the dignity and worth of local government services and maintain a deep sense of social responsibility as a trusted public servant.
3. Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.
4. Serve the best interests of all community members.
5. Submit policy proposals to elected officials; provide them with facts, and technical and professional advice about policy options; and collaborate with them in setting goals for the community and organization.
6. Recognize that elected representatives are accountable to their community for the decisions they make; members are responsible for implementing those decisions.
7. Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.
8. Continually improve professional capabilities and those of others while fostering growth and development through ethical leadership and effective management practices.
9. Keep the community informed on local government affairs. Encourage and facilitate active engagement and constructive communication between community members and all local government officials.
10. Oppose efforts to interfere with professional responsibilities by consistently executing official duties, policies, and processes with an unwavering commitment to unbiased public service.
11. Manage all personnel matters with fairness and impartiality.
12. Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.

Adopted by the ICMA Executive Board in 1924, and most recently revised by the membership in May 2025.