

**SALEM TOWNSHIP BOARD OF AUDITORS
RE-ORGANIZATION MEETING MINUTES**

January 6, 2026 6:00 P.M.

Matt Rebitch(2022)

David Leitza(2024)

Nick Cornell(2026)

- **CALL TO ORDER**
- **PLEDGE OF ALLEGIANCE TO FLAG**
- **ROLL CALL**
- **Public discussion from residents as each item is brought for motion**
- **No Smoking during the meeting and please turn off all cell phones**
- **Residents please give your name when addressing the Board**

1.A Motion made David Leitza and seconded by Nick Cornell to appoint Matt Rebitch as Chairperson of Board of Auditors of Salem Township

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

1.B Motion made by Nick Cornell and seconded by David Leitza to appoint Kelly Otto as Secretary of Board of Auditors of Salem Township

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

1.C Motion made by Matt Rebitch and seconded by Nick Cornell to set Full-Time Roadmasters hourly wage rate at \$33.40 per hour.

David Leitza made a motion to set Full-Time Roadmasters hourly wage rate at \$34 per hour. The motion dies for lack of second. This is a 4.6% increase from last year. Nick Cornell thinks that it is too much of an increase and isn't fair to the taxpayers. Last year's increase was .95 cents from 2024. 2025 wages were \$32.50. Matt Rebitch stated that a significant raise wasn't given last year because no roads were paved in 2024. He asked how many roads were paved in 2025. David Leitza said to "ask Kerry". Kerry explained that this year, the bid specs didn't cause the issue. Originally, Tresco was awarded the COG bids. When we put the project out for bid with materials, Tresco said we have the material bids and we are going to hold you to use our materials instead of people like Derry Construction using their own. That caused us to pause and rebid with them getting the material specs. We received 3 bids in May or June. Tresco was \$152K, Hiles Construction and Redstone tied at \$102K. The tie stopped us from awarding the bid to the lowest bidder at the next meeting. We reviewed the certifications of the two lowest bidders because we weren't familiar with either one. Redstone had previously done work with Municipalities and they were prequalified with PennDot for that type of work, Hiles was not. Redstone was awarded the bid in August and they never did

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the work even after several phone calls and e-mails. We never got on their schedule.

We are on hold for them to complete the Forbes Road project next year. Matt asked if more roads are going to be added in 2026. Bob Zundel said yes. David Leitza wondered why the Supervisors would want to do work with them if we were put off for six months. He suggested that the Supervisors get rid of them. Todd Paulich said the earlier in the year you start the bidding process, the more bids you will get.

Matt asked what the plan is for paving Rock Springs Road. Bob said the entire road is getting paved. Matt said the worst part is where the plow truck chewed up the road in front of the Rebitch property. The rest of the road is fine. Matt doesn't believe in coincidences. The road was torn up 4 days after Matt told the public that Bob was in a farm bureau meeting on Township time. He was told it was going to get patched up but was not. Matt asked Bob Zundel if he was driving that truck and Bob said yes.

Lisa Segina suggested the Roadmasters clock in and out to track roadmaster time. Debbie Perino said in the 2nd class township code book there is no mention of a time clock but they should keep a book tracking their time each day and hour.

Lisa Segina said that the cost-of-living increase for 2026 is 2.8% which is the same rate that Social Security increased this year. Based on a .95 increase last year, that calculates to a 3% increase. Matt didn't think it was that high since no roads were paved. Matt made a motion to set the wages at \$33.40 which is a 2.8% increase.

Vote: Matt Rebitch, and Nick Cornell voted for the motion. David Leitza voted No.
Motion passed by majority vote.

1.D Motion made by Matt Rebitch and seconded by Nick Cornell to set Part-Time Roadmasters hourly wage rate at \$31.40 per hour.

In the past two years, the increase has been \$2 less than the full-time roadmasters.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

1.E Motion made by Matt Rebitch and seconded by David Leitza to establish Full-time roadmaster's entitlement to overtime compensation at one and one-half the normal hourly rates calculated on

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- (1) Any time spent in excess of forty (40) hours per week including paid holidays, sick days and vacation days; or \$50.10/HR

The language in this motion does not sit well with Matt. They can work 2 twelve hour days and two vacation days that would equal 40 hours but they would have 8 hours of overtime for only working on the clock for 24 hrs. Dave said they wouldn't get overtime until it is over 40 hours.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.F Motion made by Matt Rebitch and seconded by Nick Cornell to set full-time Roadmaster's Vacation Days at **19** days Per year with the ability to carry over **5** days to the following year

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.G Motion made by David Leitza and seconded by Matt Rebitch to set policy for full-time Roadmaster's carried over vacation days as requiring use during the following year with the rate of pay for same being at the hourly rate for the year in which they were earned at time they were earned.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.H Motion made by Nick Cornell and seconded by Matt Rebitch to set full-time Roadmaster's Sick Days at 8 per year with the ability to carry over 8 days each year.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.I Motion made by David Leitza and seconded by Nick Cornell to set policy for full-time Roadmaster's carried over Sick Days as permitting an accumulation of up to **30** days, with such days being paid out at the hourly rate in effect at the time they were earned at the time they were earned.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

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- 1.J Motion made by Matt Rebitch and seconded by Nick Cornell to establish the following paid holidays for the Full-Time Roadmaster with payment to be made at such Roadmaster's 2026 regular hourly rate

New Years Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Monday after Thanksgiving
4 th of July	Christmas Day
Labor Day	One Floating Holiday
President's Day	
Columbus Day	

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.K Motion made by David Leitza and seconded by Matt Rebitch to establish funeral leave for the Full-Time Roadmaster, to be paid at the Roadmaster's regular hourly rate, for absences due to deaths in the family as follows:

1. For the death of parent, spouse, sister, brother, child, Mother/Father in Law or Grandchild - a maximum of **5** consecutive work days; and
2. Death of Grandparent, Aunt, Uncle – a maximum of **2** work day(s)

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.L Motion made by David Leitza and seconded by Nick Cornell to authorize the full-time Roadmaster to continue to participate in the current pension plan and in the existing Township's existing medical, dental, life insurance and disability insurance plans, subject to the same terms and conditions as all other full-time employees of the Township.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.M Motion made by Nick Cornell and seconded by David Leitza to provide a Boot Allowance Payment for Full and Part-Time Roadmasters at a rate of **\$225** per year.

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2025 the rate was \$200. The 2025 motion was made by Kent Boggs to increase to \$200 due to the cost of the boots. Kerry Jobe didn't purchase boots in 2025 because he only worked 8 hours as roadmaster. Nick Cornell and Todd Paulich stated that they pay over \$200 for boots.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.N Motion made by Matt Rebitch and seconded by Nick Cornell to approve the Full and Part-Time Roadmaster's standard business Mileage Reimbursement Rate for 2026 at **\$72.5 CENTS** per mile up 2.5 cents from 2025, per PSATS notification of same.

Matt asked Bob Zundel if he still uses his personal vehicle for all township business. Bob said that we got the 2500 Ford that he uses a lot, but he still uses his truck and doesn't charge for it and never did. Matt reminded him that he is entitled to reimburse mileage. Matt said it looks good, but it is removing accountability.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

10. Motion made by David Leitza and seconded by Nick Cornell to **table Resolution No. 01- 2026 entitled:**

**A RESOLUTION OF THE BOARD OF AUDITORS OF THE TOWNSHIP
OF SALEM, WESTMORELAND COUNTY, PENNSYLVANIA, APPROVING
AND CONFIRMING THE COMPENSATION FOR ROADMASTERS FOR
2026:**

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

- 1.P Motion made by Nick Cornell and seconded by David Leitza to advertise and conduct the **second Auditors Meeting of 2026**, on January 21, 2026 at 6:30P.M., at the Salem Township Municipal Building for the purpose of approving the Auditors Meeting Minutes of January 6th, 2026 and approving Resolution 1-2026. No other business will be conducted at this meeting.

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

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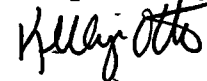
Nick Cornell(2026)

- 1.Q Motion made by David Leitza and seconded by Nick Cornell to adjourn this meeting, with the next meeting to be held on January 21, 2026 at 6:30P.M. (This meeting will be held to affirm the Minutes of this meeting and adopt **Resolution No. 01-2026**)

Vote: Matt Rebitch, David Leitza, and Nick Cornell voted for the motion.
Motion passed unanimously.

Time of adjournment: 6:46 P.M.

Respectfully submitted,



Kelly Otto