



Economic and Comparator Analysis Borough of Morrisville, Bucks County PA



THE KAPOOR COMPANY
ADVISORS & CONSULTANTS

Vijay Kapoor
The Kapoor Company
August 17, 2022



Overview of Presentation

- Despite its small population of 8,540, the Borough of Morrisville maintains a full-time police department of 9 full-time and 7 part-time officers
- Because of its weak tax base, Morrisville Borough is at the statutory maximum millage rate of 35 mils for general government operations and cannot legally raise property taxes any further
 - Prior to reaching the statutory maximum millage, the Borough has needed court approval in previous years to set its millage rate in order to pay for basic services
 - Even with property tax rates at the legal maximum, the Borough still ended 2021 with only a small positive budget balance
 - The Borough raised taxes by 12.2% in 2020 and still ran a budget deficit
 - The Borough has run a budget deficit in two of the last four years
- Morrisville Borough residents have shouldered significant tax and fee increases to pay for basic services
 - Borough had to implement an Earned Income Tax which began July 1, 2022
 - Trash fees have also increased significantly beginning with a new contract in 2021
- Excluding ARPA funds, the Borough's fund balance is very low
- Morrisville Borough is hanging on financially, but not by much

Borough Overview

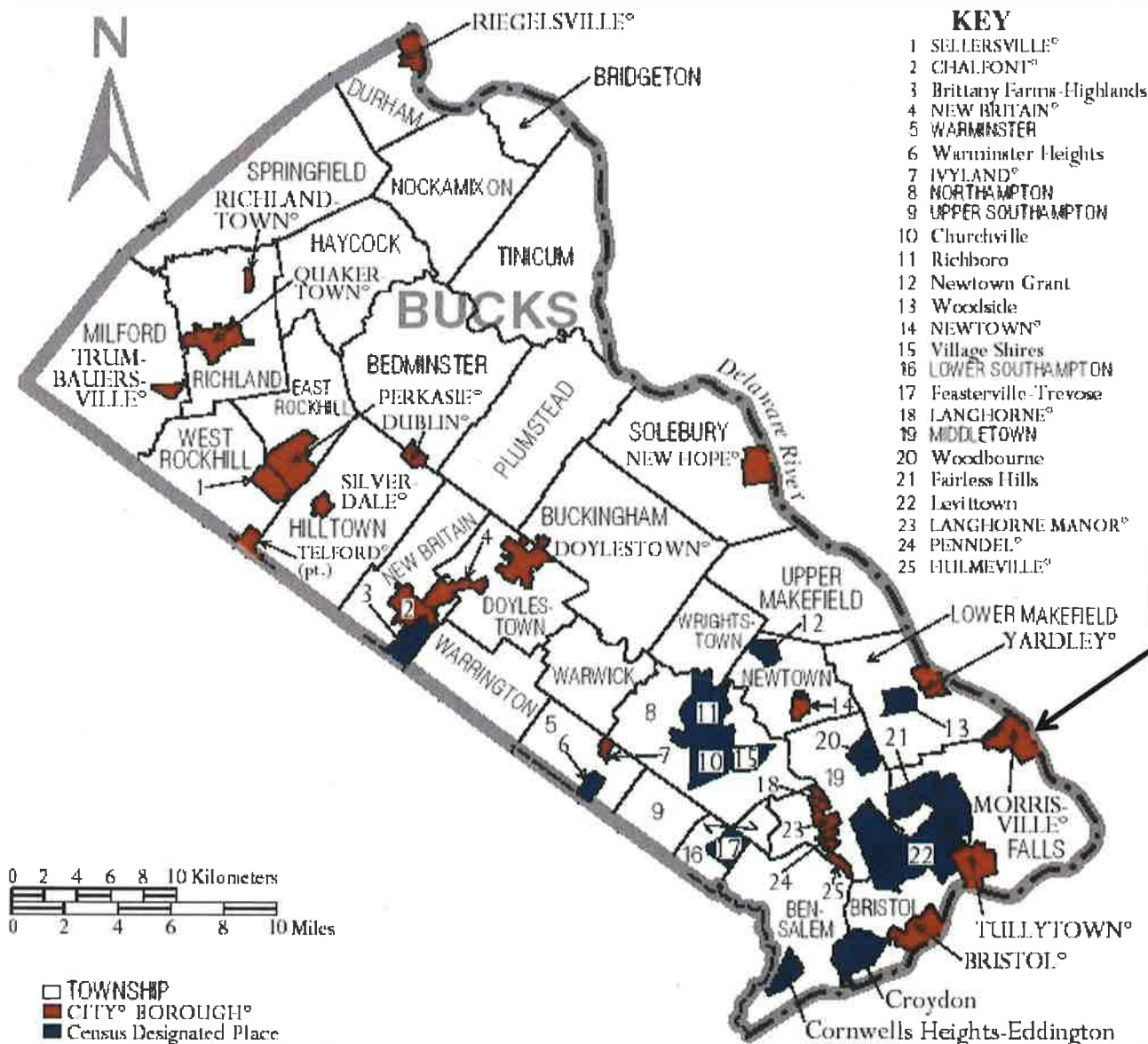


Borough Overview

- Population – 8,540 (2020)
- Area – 1.95 square miles
- Borders New Jersey and much larger municipalities of Lower Makefield Township (population 32,743) and Falls Township (population 33,535)
- The Borough employs 9 full-time officers and 7 part-time police officers
 - 8 bargaining unit members
 - 1 command staff
- Police and Administration & Public Works are unionized (AFSCME)
 - Trash services are contracted out
 - Police contract was from 1/1/19 to 12/31/21 with 3% increases each year
 - AFSCME contract is from 1/1/20 to 12/31/24 with 3% increases each year
- The Borough has an all volunteer fire company



Morrisville Borough



Morrisville
Borough





Borough Police Department

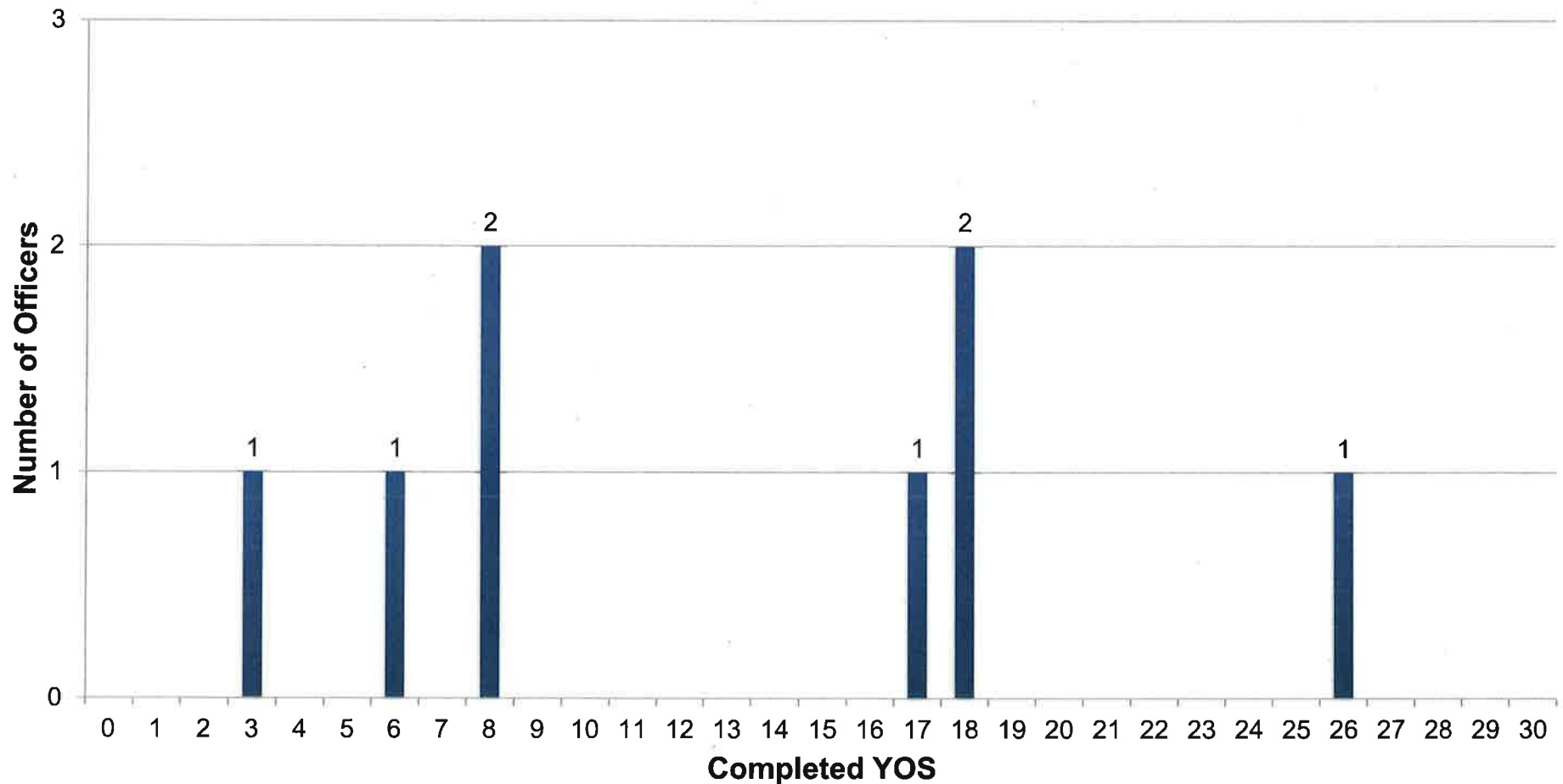
- 9 Full-time officers
 - 8 bargaining unit members
 - 2 Corporals
 - 6 Police Officers
 - 1 command staff
 - 1 Chief
 - 7 Part-time officers



Borough Police Department

As of 8/17/22, all officers have reached the maximum wage step

Number of Officers by Completed YOS (as of 8/17/22)





Borough Employees

Department	Full-Time	Part-Time
Police	9	7
Police Administration	0	2
Non-Police Administration	5	0
Public Works	4	0
TOTALS	18	9

Borough Financial Situation



Overview of Section

- Despite its small population of 8,540, the Borough of Morrisville maintains a full-time police department of 9 full-time and 7 part-time officers
- Because of its weak tax base, Morrisville Borough is at the statutory maximum millage rate of 35 mils for general government operations and cannot legally raise property taxes any further
 - Prior to reaching the statutory maximum millage, the Borough has needed court approval in previous years to set its millage rate in order to pay for basic services
 - Even with property tax rates at the legal maximum, the Borough still ended 2021 with only a small positive budget balance
 - The Borough raised taxes by 12.2% in 2020 and still ran a budget deficit
 - The Borough has run a budget deficit in two of the last four years
- Morrisville Borough residents have shouldered significant tax and fee increases to pay for basic services
 - Borough had to implement an Earned Income Tax which began July 1, 2022
 - Trash fees have also increased significantly beginning with a new contract in 2021
- Excluding ARPA funds, the Borough's fund balance is very low
- Morrisville Borough is hanging on financially, but not by much



Borough Millage Rate

The Borough Code requires boroughs to file a Petition for Emergency Relief with the court of common pleas for approval for general municipal millage rates greater than 30 mills and places an overall ceiling of 35 mills.

In 2022, **the Borough reached that overall ceiling of 35 mills and cannot raise its general municipal millage any further**, leaving it with few other options to generate revenue.

**PETITION FOR EMERGENCY RELIEF TO EXCEED A TAX LEVY OF
THIRTY MILLS FOR THE GENERAL FUND PURSUANT TO 8 Pa. C.S. §
1302**

Morrisville Borough, by and through its Solicitor, Flager & Associates, P.C., petitions this Honorable Court for Emergency Relief pursuant to Section 1302 of the Pennsylvania Borough Code ("Code") to allow the Borough to levy a tax exceeding 30 mills, specifically 35 mills, for general municipal purposes for the 2022 fiscal year, and avers in support as follows:



Borough Millage Rate

The Borough has levied taxes for other specific services so that it can utilize the general millage for Borough operations.

SECTION I. LEVYING OF REAL ESTATE TAX

A tax shall be levied on all real property within the Borough of Morrisville for the calendar year commencing January 1, 2022 as follows:

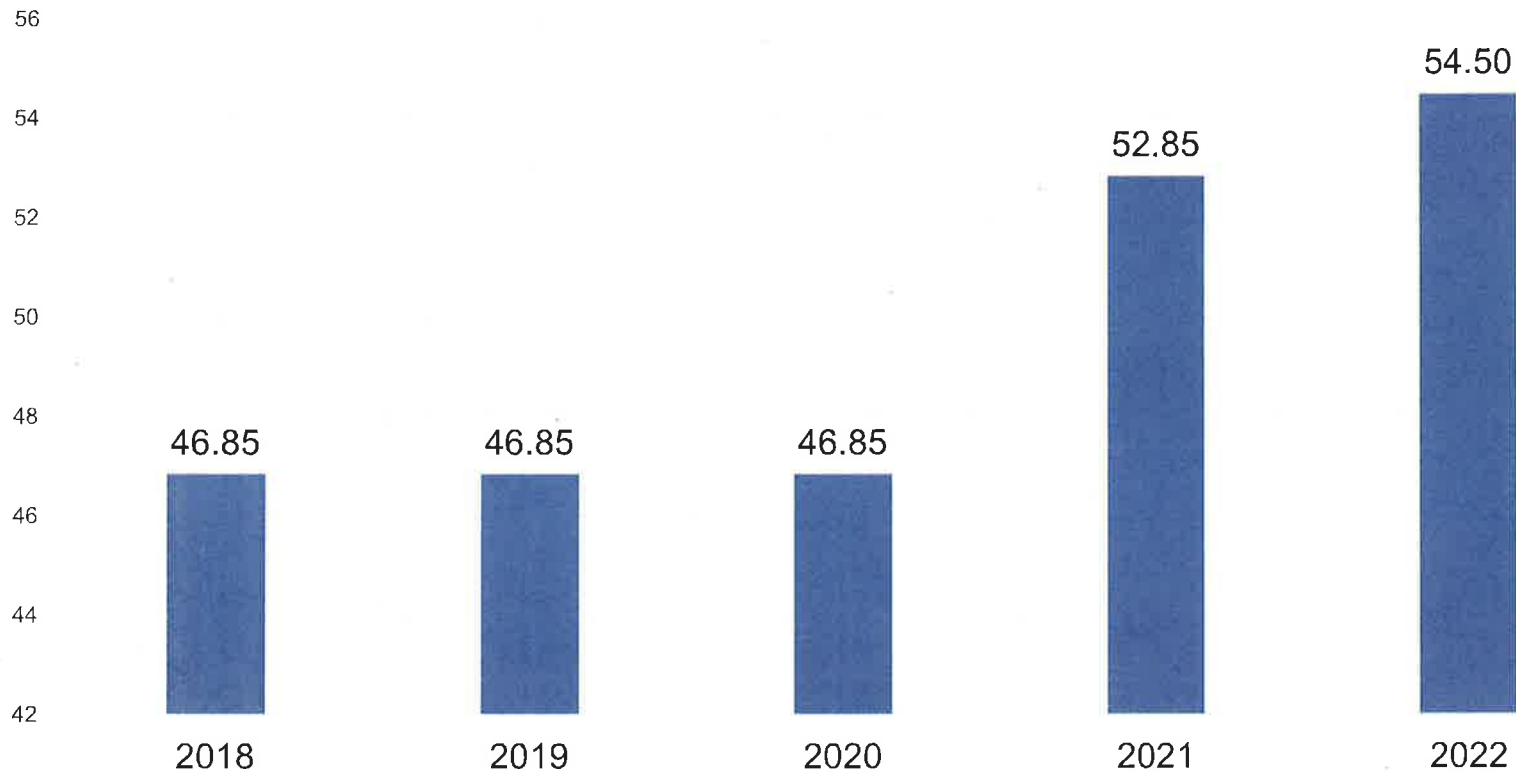
Purpose	Tax on each dollar of assessed valuation (mills)	
FOR GENERAL BOROUGH PURPOSES	<u>35.00</u>	Mills
FOR STREET LIGHTING	<u>2.00</u>	Mills
FOR FIRE PROTECTION	<u>4.00</u>	Mills
FOR RECREATION FUND	<u>4.50</u>	Mills
FOR LIBRARY	<u>3.50</u>	Mills
FOR STREET FUNDING	<u>2.00</u>	Mills
FOR DEBT SERVICE	<u>1.00</u>	Mills
FOR EMERGENCY MEDICAL SERVICES:	<u>2.00</u>	Mills
FOR PENSION AND ANNUITY:	<u>.50</u>	Mills
TOTAL:	<u>54.50</u>	Mills



Property Tax Increases

Borough residents have experienced a 16.3% property tax increase on Borough property taxes since 2020.

Borough Millage Rates 2018-2022

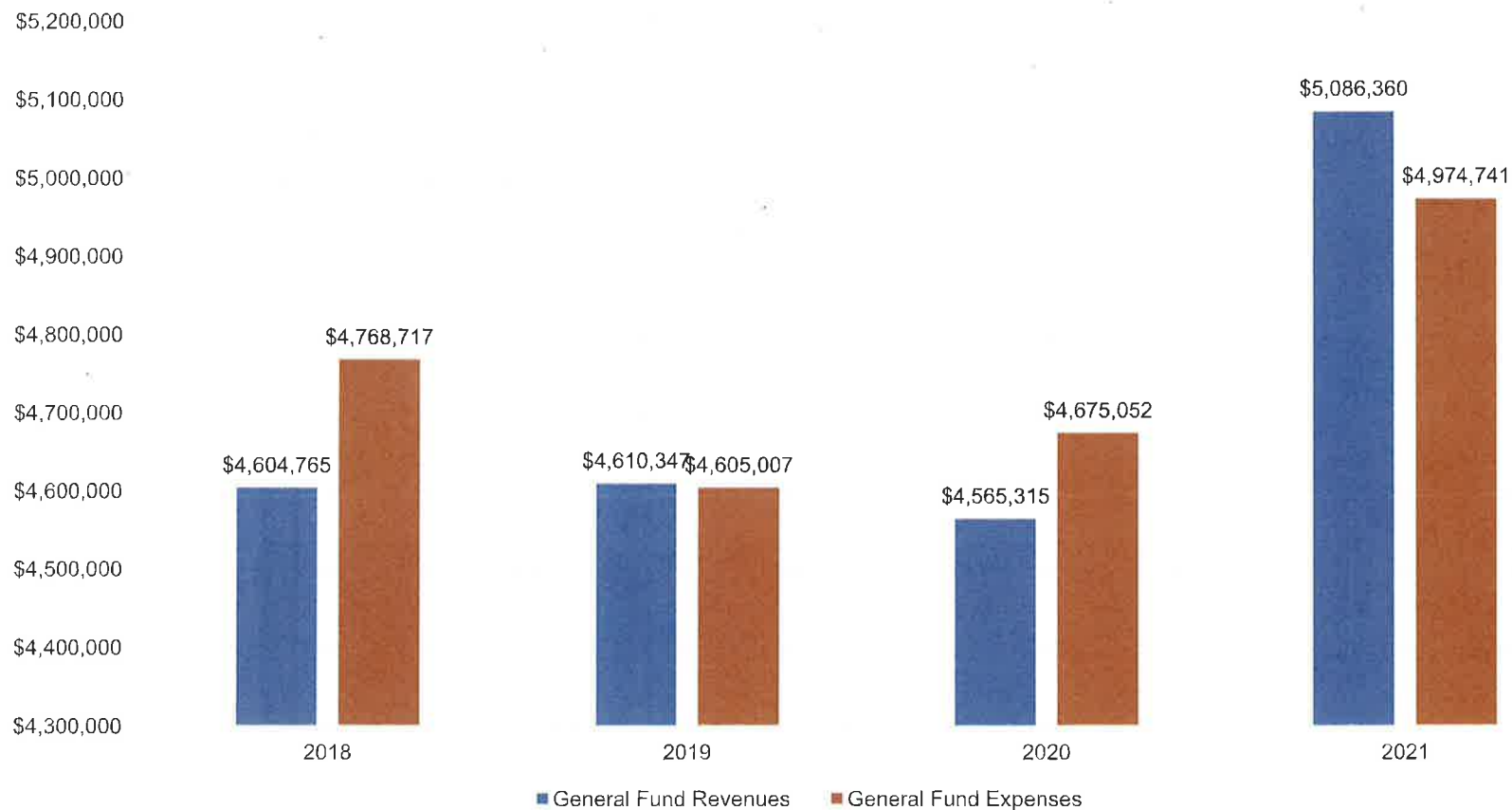




Revenues vs. Expenses

The Borough has run deficits in its general fund in two of the last four years. Only because of tax increases, has the Borough been able to balance its budget.

General Fund Revenues vs. Expenses 2018 - 2021

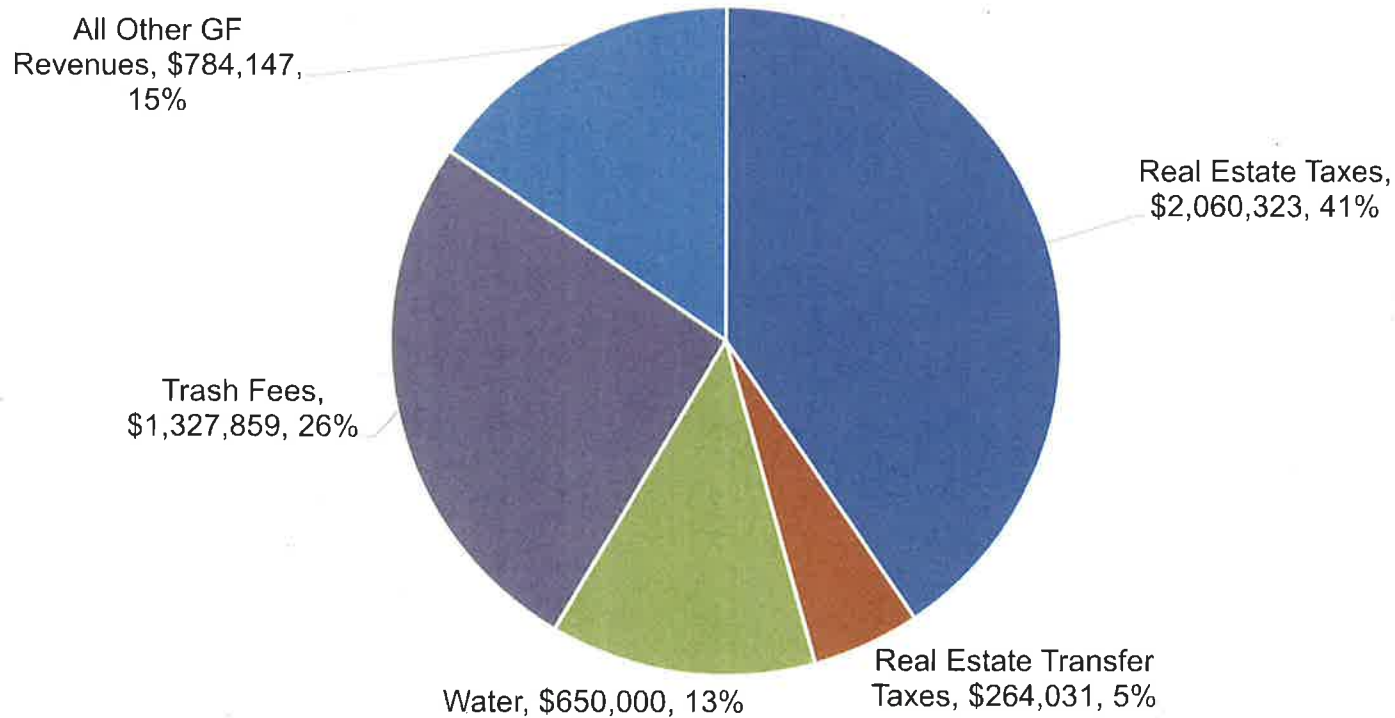




Borough General Fund Revenues

Approximately 13% of the Borough's general fund revenues come from the water system (Morrisville Municipal Authority) which, as discussed later, are at risk.

Borough General Fund Revenues (2021)

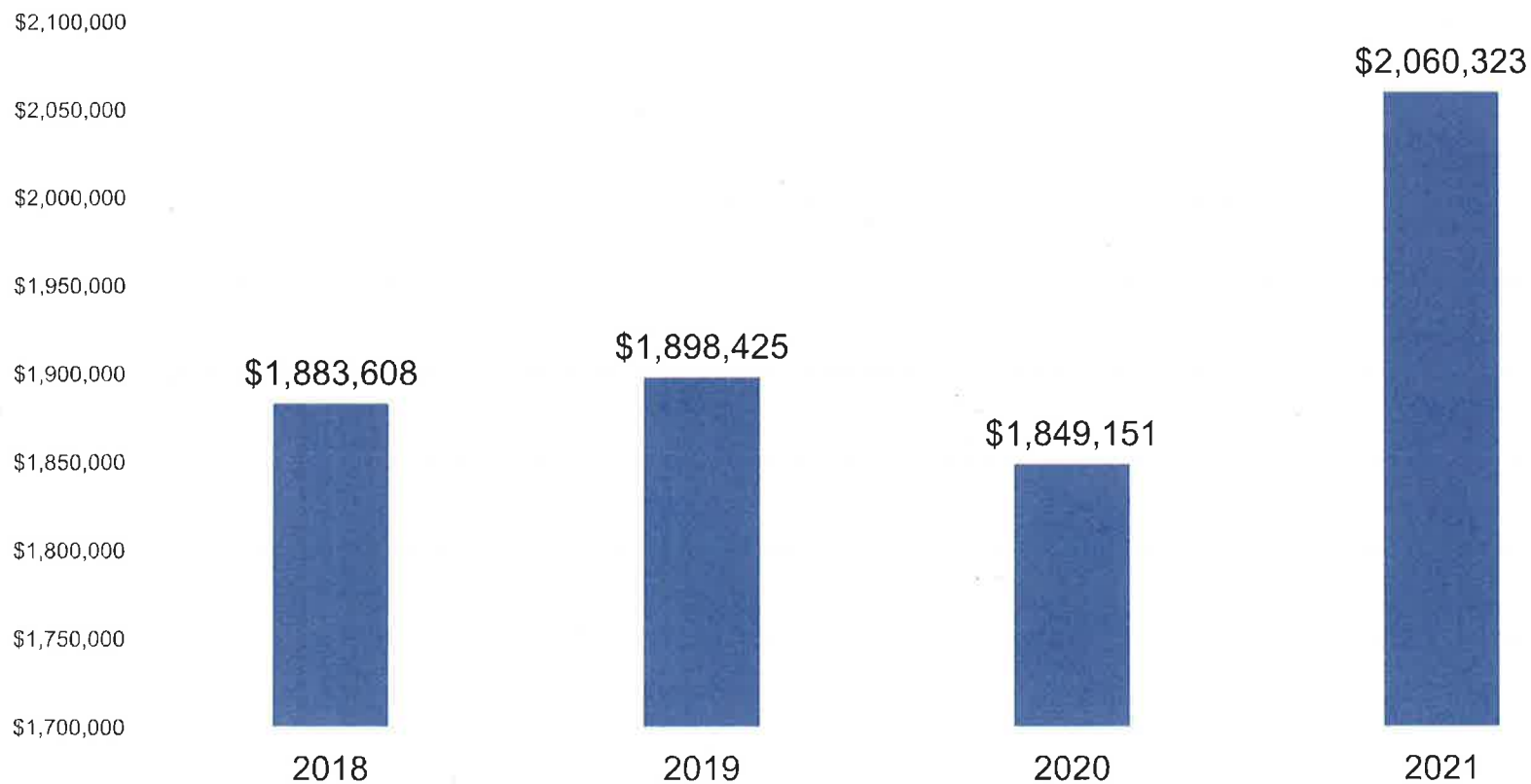




Real Estate Taxes

Property tax revenues remained stagnant or even declined until the Borough raised property taxes by 13.3% in 2020 for 2021.

Borough Real Estate Tax Revenues 2018-2021





Borough General Fund Revenues 2018-2021

	2018	2019	2020	2021
Real Estate Taxes	\$1,883,608	\$1,898,425	\$1,849,151	\$2,060,323*
Real Estate Transfer Taxes	\$198,065	\$198,787	\$233,591	\$264,031
Water	\$650,000	\$650,000	\$650,000	\$650,000
Trash Fees	\$1,117,290	\$1,130,275	\$1,147,044	\$1,327,859**
All Other General Fund Revenues	\$755,802	\$732,860	\$685,529	\$784,147
Total General Fund Revenues	\$4,604,765	\$4,610,347	\$4,565,315	\$5,086,360

13.3% Tax increase





Borough Earned Income Tax

- Because the Borough's property tax revenues cannot keep up with its operating costs, the Borough enacted an earned income tax effective July 1, 2022.
 - Due to the time lag for setting up the collection system and the period in which taxes are collected, the Borough will not begin to receive earned income tax revenue until the 4th quarter of 2022
- At the moment, the Morrisville Borough School District does not impose a local earned income tax; however, it could do so in the future which would reduce the Borough's EIT revenues by 50%
- While these EIT revenues are necessary to meet the Borough's operating costs, the burden again has fallen to residents. Additionally, given that the Borough is at the property tax millage maximum and that it has now imposed an EIT, it is effectively out of taxing options and must manage its expenses carefully.
- Borough revenues are also at risk due to the Morrisville Municipal Authority departure from the Borough's offices.



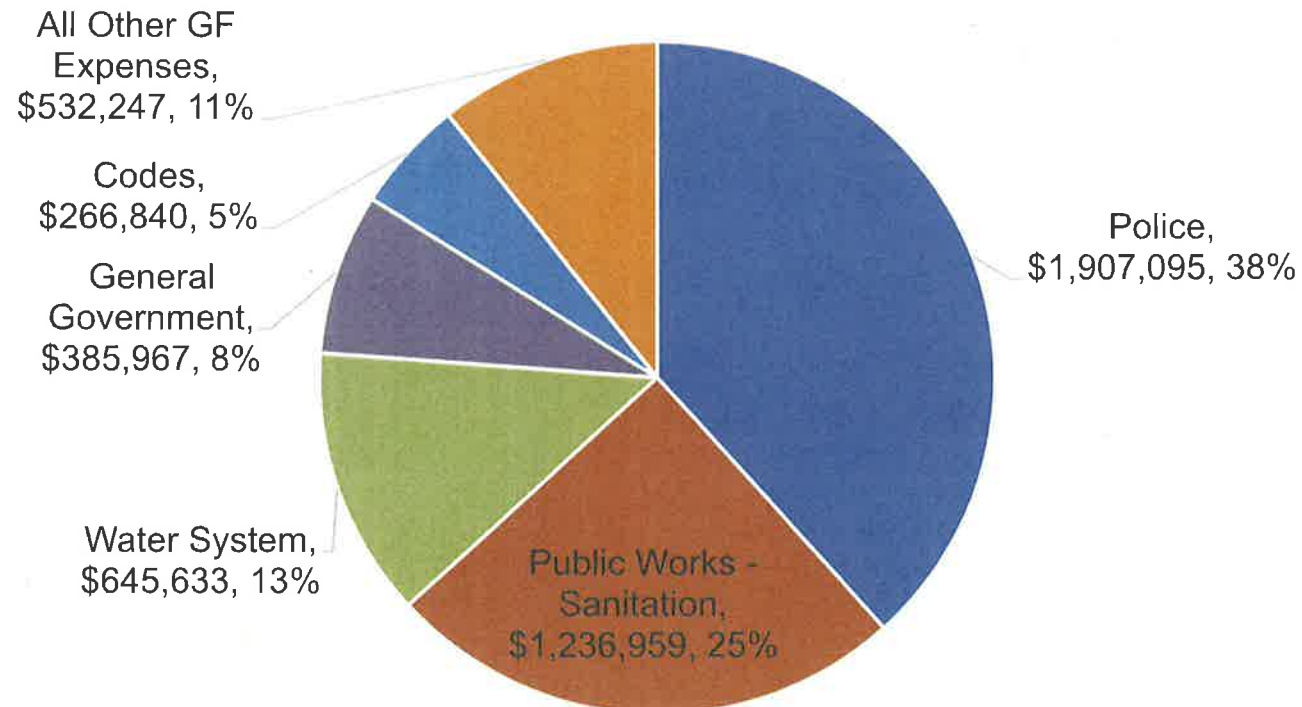
Water Revenue Risk

- Since at least 2018, the Borough has received approximately \$650,000 per year from the water system that the Morrisville Municipal Authority operates
 - As noted earlier, the \$650,000 represents approximately 13% of the Borough's general fund revenues
- Some Borough employees provide services to the Morrisville Municipal Authority and therefore are able to have a portion of their costs covered by these revenues
- The Morrisville Municipal Authority's offices are also located in the same building as the Borough's offices
- The Morrisville Municipal Authority has informed the Borough that it will be leaving that location and therefore the Borough will lose much of the revenue that it has been receiving and will need to shoulder the full costs of the building and employees



Borough General Fund Expenses

Borough General Fund Expenses 2021





Borough General Fund Expenses 2018-2021

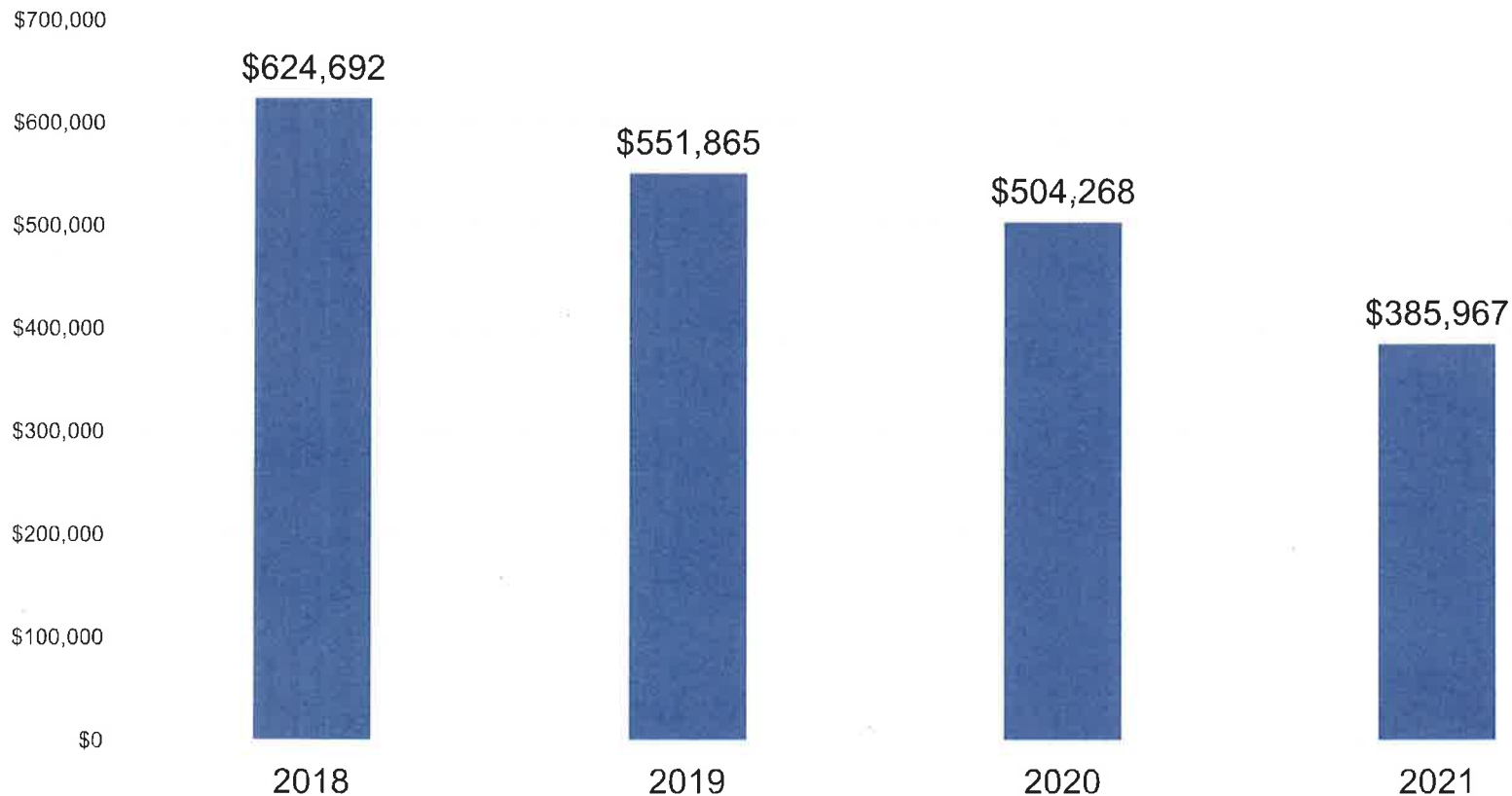
	2018	2019	2020	2021
Police	\$1,732,159	\$1,811,402	\$1,826,009	\$1,907,095
Public Works – Sanitation	\$944,609	\$977,805	\$1,015,682	\$1,236,959
Water System	\$603,355	\$585,476	\$619,486	\$645,633
General Government	\$624,692	\$551,865	\$504,268	\$385,967
Codes	\$255,567	\$229,191	\$248,154	\$266,840
All Other GF Expenses	\$608,335	\$449,268	\$461,453	\$532,247
Total GF Expenses	\$4,768,717	\$4,605,007	\$4,675,052	\$4,974,741



Borough General Government Expenses

The Borough cut its general government expenses by \$238,725 or 38.2% between 2018 and 2021.

Borough General Government Expenses 2018-2021

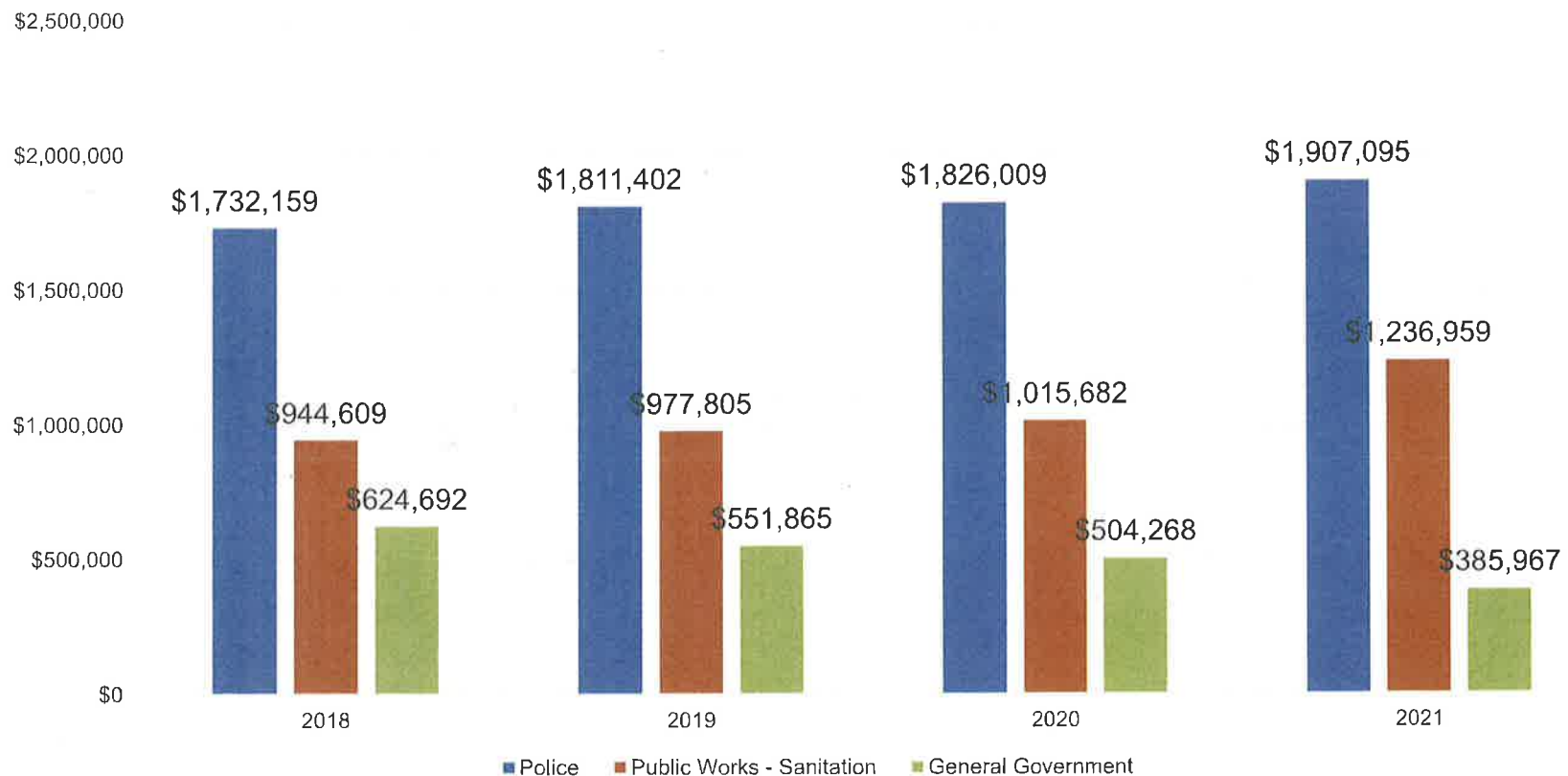




Borough General Fund Expenses

From 2018-2021, Borough police and sanitation costs increased by 10.1% and 30.9% respectively while general government costs were cut by 38.2%

Selected Borough General Fund Expenses 2018-2021





Borough General Fund Balance

The Borough's General Fund balance began to decline in 2020 and was only stabilized because of the 13.3% property tax increase and ARPA funds.

Date	Fund Balance as of December 31 st (\$)	Fund Balance as % of General Fund Revenues
December 31, 2018	\$660,632	14.3%
December 31, 2019	\$665,972	14.4%
December 31, 2020	\$556,235	12.2%
December 31, 2021 – with ARPA Funds	\$667,855	13.1%
December 31, 2021 – without ARPA Funds	\$221,912	4.3%

Note: Because ARPA funds are “one-time,” they should not be used for recurring operating expenses such as personnel. Rather, the best practice is to use “one-time” revenues for “one-time” costs such as capital improvements or equipment purchases. Otherwise, the one-time revenues will run out, but the recurring expenses will continue.



Looking Forward

- The Borough has very limited options for raising revenues other than finding additional ways to raise taxes and fees on its residents
- As someone who works with financially distressed municipalities and those who are on the verge of becoming financially distressed, I have serious concerns about the Borough's ability to continue to be able to fund its own police department into the future. If I were advising the Borough in this area, I would recommend that the Borough explore contracting for police services or utilizing the state police.
- If the Borough wants to keep its own police department, it must make sure that any cost increases are reasonable and sustainable.

Compensation Analysis



Bargaining Agreement Compensation Elements

- Contract has been expired since December 2021
 - During the term of last contract (3 years), police officers received a cumulative wage increase of 9.3% (3%, 3%, 3%)
- Longevity benefit: 5 YOS: 1% of base pay, 10 YOS: 1.5%, 15 YOS: 2%, 20 YOS: 2.5%, 25+ YOS: 3%
- Educational incentive annual pay for course work in Police Sciences, Police Administration, or Corrections: 30 credits: \$125, Associates (or 60 credits): \$210, 90 credits: \$315, Bachelors: \$600
- Clothing allowance of \$800 per year (replacement of items damaged in the line of duty does not subtract from allowance amount)
- 12 paid holidays equal to 96 hours. 3 festive holidays paid at a rate of 1.5x base for hours worked
- 24 personal leave hours
- 96 sick leave hours, with unlimited accrual. Payout at time of retirement of unused days at a rate of 20% per day
- Vacation: After 6 MOS: 40 hours, 1 YOS: 80 hours, 5 YOS: 120 hours, 10 YOS: 160 hours, 15+ YOS: 200 hours
- 5% Pension Contribution
- \$75,000 Life Insurance benefit



Bargaining Agreement Compensation Elements

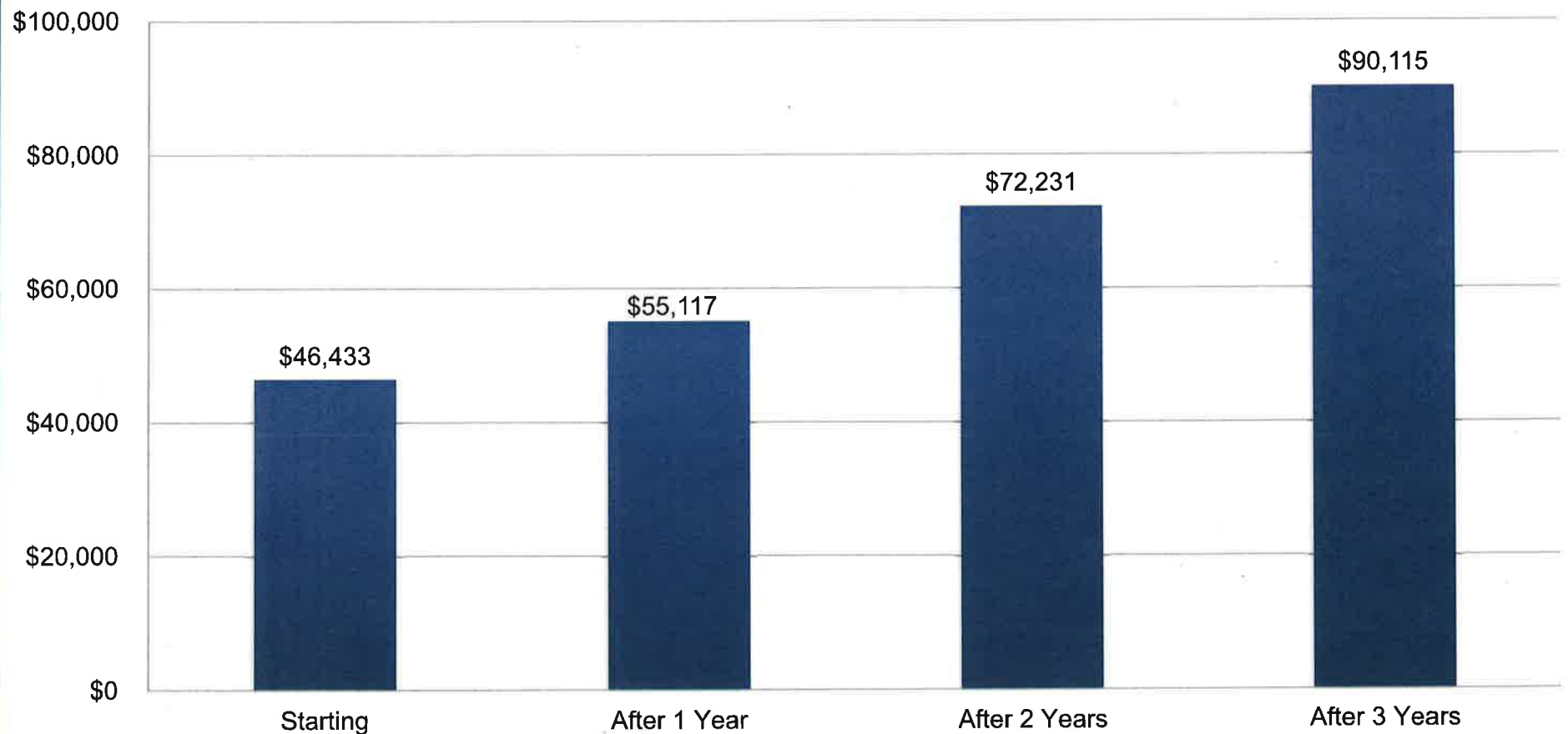
- Independence Blue Cross Personal Choice Platinum healthcare plan
 - No officer contribution
 - Deductible:
 - Per Contract: \$1800 (Single)/ \$3600 (Family), Borough covers up to \$3000
 - Per Practice: \$1800 (Single)/ \$3600 (Family), 100% covered by Borough
 - Primary care visit co-pay: None, after deductible
 - Specialist co-pay: None, after deductible
 - ER co-pay: None, after deductible
 - Urgent care co-pay: None, after deductible
 - 30-day Rx co-pays (after deductible): \$3 (Low cost generic)/ \$10 (Generic)/ \$60 (Preferred Brand)/ \$100 (Non-preferred)/ 50% (Specialty)
 - 90-day Mail Order Rx co-pays (after deductible): \$6 (Low cost generic)/ \$20 (Generic)/ \$120 (Preferred Brand)/ \$200 (Non-preferred)
- Medical Opt-out payment for hires before 12/31/14: 50% of the premium cost the Borough would have paid. No payment for hires after 12/31/14
- Borough provides payment of \$750 per month for 36 months for the purchase of retiree healthcare coverage. Retirees have the option to continue coverage available to actives at their own expense



Value of Steps

Simply moving through the wage scale steps increases an officer's pay by \$43,682 or 94.1% during the first 3 years of service

Base Wage Progression for Borough Police Officer Hires (2021)

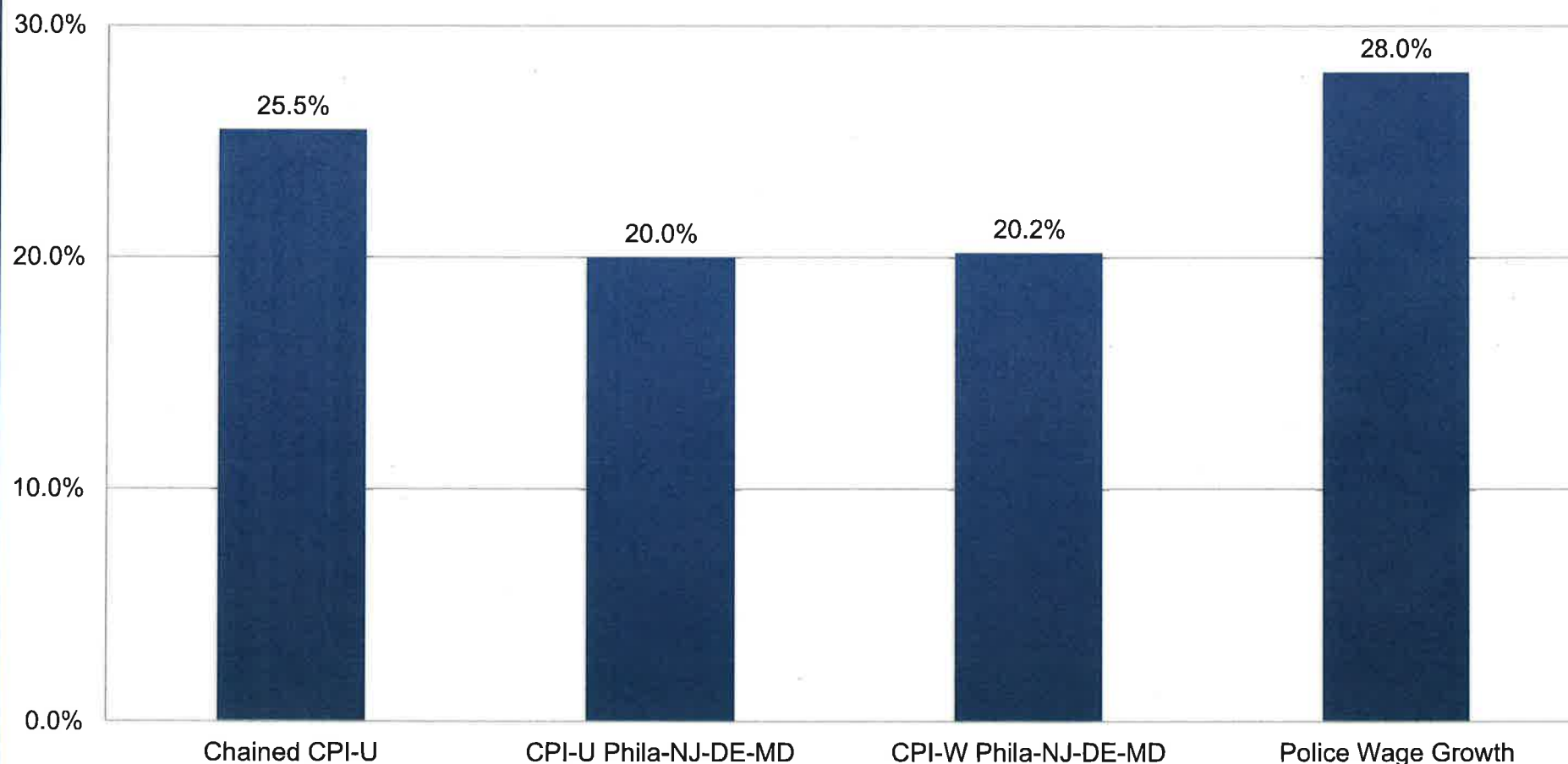




Borough Police Wage Growth vs. CPI Growth (2013-Current)

Even with no wage increase for 2022, police wage growth has out-paced CPI growth over the last 10 years.

Borough Police Wage Growth vs. CPI Growth (2013-Current)





Police Bargaining Unit vs. CPI % Wage Increases 2013-Current

Even with no wage increase for 2022, police wage growth has out-paced CPI growth over the last 10 years.

	Police	CPI
2013	2.5%	1.3%
2014	3.0%	0.5%
2015	2.0%	0.4%
2016	2.5%	1.8%
2017	3.0%	1.7%
2018	3.0%	1.5%
2019	3.0%	1.8%
2020	3.0%	1.5%
2021	3.0%	6.6%
2022	TBD	5.9%*
Cumulative Total (2013-Current)	28.0%	25.5%

*2022 Chained CPI-U: using July Initial read



Borough Police Bargaining Unit W-2 Wages

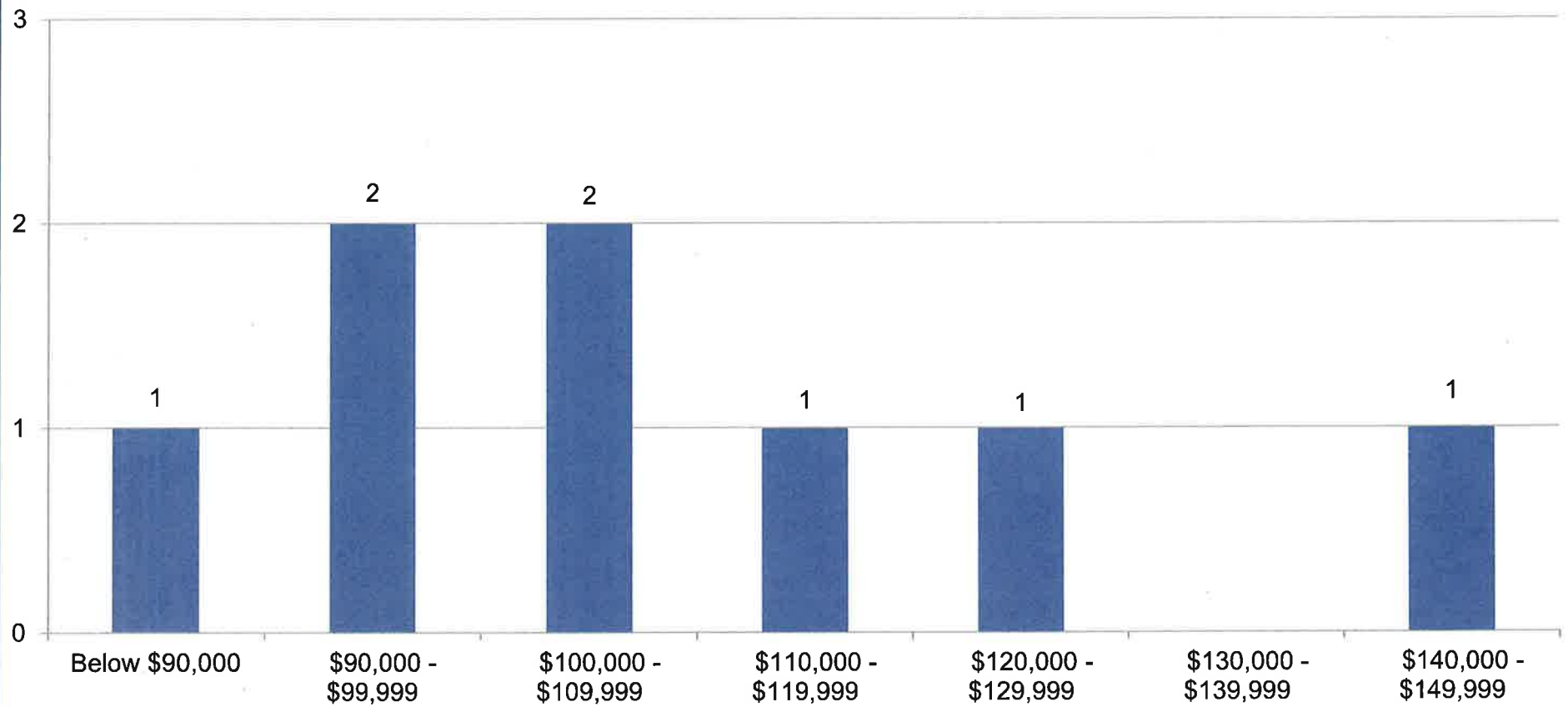
- In 2021, of the 8 bargaining unit members:
 - 1 (12.5%) earned over \$140,000
 - 1 (12.5%) earned between \$120,000 and \$129,999
 - 1 (12.5%) earned between \$110,000 and \$119,999
 - 2 (25.0%) earned between \$100,000 and \$109,999
 - 2 (25.0%) earned between \$90,000 and \$99,999
 - 1 Officer earned \$99,769
 - 1 (12.5%) earned below \$90,000
 - Officer moving through wage steps
- The median W-2 earnings for this bargaining unit was \$104,014
- The average W-2 earnings for this bargaining unit was \$109,071
- The range of W-2 earnings for this bargaining unit was:
 - Top 2: \$147,175 & \$120,577
 - Bottom 2: \$97,052 & \$84,452 (lowest officer moving through wage steps)



Borough Police Bargaining Unit W-2 Wages

In 2021, 2 officers (25%) received W-2 wages greater than \$120,000, 3 officers (38%) greater than \$110,000, 5 officers (63%) greater than \$100,000, and 6 officers (75%) greater than \$99,000

Number of Officers by Wage





Borough Police Bargaining Unit W-2 Wages

2021 W-2 wages

	Rank	Year of Service	W-2
1	Corporal	16 YOS	\$147,175
2	Police Officer	7 YOS	\$120,577
3	Police Officer	18 YOS	\$115,514
4	Police Officer	6 YOS	\$106,846
5	Corporal	18 YOS	\$101,181
6	Police Officer	25 YOS	\$99,769
7	Police Officer	7 YOS	\$97,052
8	Police Officer	2 YOS	\$84,451



Borough Police Bargaining Unit W-2 Wages

2021 W-2 wages earned vs. Base + Longevity per contract

	Rank	Year of Service	W-2	Base + Longevity Per Contract	\$ Difference	% Difference
1	Corporal	16 YOS	\$147,175	\$96,513	\$50,661	52.5%
2	Police Officer	7 YOS	\$120,577	\$91,016	\$29,561	32.5%
3	Police Officer	18 YOS	\$115,514	\$91,917	\$23,597	25.7%
4	Police Officer	6 YOS	\$106,846	\$91,016	\$15,830	17.4%
5	Corporal	18 YOS	\$101,181	\$96,513	\$4,668	4.8%
6	Police Officer	25 YOS	\$99,769	\$92,818	\$6,950	7.5%
7	Police Officer	7 YOS	\$97,052	\$91,016	\$6,036	6.6%
8	Police Officer	2 YOS	\$84,451	\$65,104*	\$19,347	29.7%
Average			\$109,071	\$89,489	\$19,581	21.9%





Police Bargaining Unit vs. AFSCME % Wage Increases 2017-2021

Police wage increases have been equal to AFSCME over the past five years

	Police	AFSCME
2017	3.0%	3.0%
2018	3.0%	3.0%
2019	3.0%	3.0%
2020	3.0%	3.0%
2021	3.0%	3.0%
2022	TBD	3.0%
2023	TBD	3.0%
2024	TBD	3.0%
Cumulative Total (2017-2021)	15.9%	15.9%



Police Bargaining Unit vs. AFSCME Healthcare Benefits

Police and AFSCME receive the same healthcare plan, but AFSCME has an employee contribution, a cap on reimbursements, and additional expenses for Rx co-pays

	Police	AFSCME
Plan Name	Independence Blue Cross Personal Choice PPO Platinum HSA	Independence Blue Cross Personal Choice PPO Platinum HSA
Employee Contribution	None	2021: 0.75% of base wage 2022: 1.0% of base wage 2023: 1.25% of base wage 2024: 1.5% of base wage
Employee Reimbursements	Borough reimburses any additional increased out-of-pocket expense	Reimbursement of up to \$195 per year for employee expenses
Deductible	<u>Per Contract:</u> Per Contract: \$1800 (Single)/ \$3600 (Family), Borough covers up to \$3000 <u>Per Practice:</u> \$1800 (Single)/ \$3600 (Family), 100% covered by Borough	\$1800 (Single)/ \$3600 (Family), 100% covered by Borough
Office Visit Co-pay	None, after deductible	None, after deductible
Specialist Co-pay	None, after deductible	None, after deductible
ER Co-pay	None, after deductible	None, after deductible
Retail Rx Co-pay	\$3 (Low cost generic)/ \$10 (Generic)/ \$60 (Preferred Brand)/ \$100 (Non-preferred)/ 50% (Specialty)	<u>Additional \$300 after deductible is met,</u> \$3 (Low cost generic)/ \$10 (Generic)/ \$60 (Preferred Brand)/ \$100 (Non-preferred)/ 50% (Specialty)
Mail Order Co-pay	\$6 (Low cost generic)/ \$20 (Generic)/ \$120 (Preferred Brand)/ \$200 (Non-preferred)	<u>Additional \$300 after deductible is met,</u> \$6 (Low cost generic)/ \$20 (Generic)/ \$120 (Preferred Brand)/ \$200 (Non-preferred)
Medical Opt-out Payment	Hires before 12/31/14: 50% of the premium cost the Borough would have paid; Hires after 12/31/14: none	None



Police Bargaining Unit vs. AFSCME Retiree Healthcare Benefits

The Police bargaining unit receives a \$750 monthly stipend towards retiree healthcare for 36 months, while AFSCME does not

	Police	AFSCME
Retiree Healthcare Benefits	\$750 per month stipend for 36 months towards the purchase of healthcare	None



Police Bargaining Unit vs. AFSCME Time Off

	Police	AFSCME
Holidays	12 holidays that accrue at a rate of 8 hours per month. Any unused holiday time is paid off in December of year accrued. 3 festive days paid at a rate of 1.5x base for hours worked	8 holidays. Employees required to work on a holiday are paid at a rate of 2x base for hours worked, in addition to receiving the regular holiday pay
Personal Days	24 hours per year	24 hours per year
Vacation	After 6 MOS: 40 hours 1 YOS: 80 hours 5 YOS: 120 hours 10 YOS: 160 hours 15+ YOS: 200 hours	After 1 YOS: 40 hours 2 YOS: 80 hours 6 YOS: 120 hours 11 YOS: 160 hours 17 YOS: 200 hours 30+ YOS: 240 hours
Sick Leave	96 sick leave hours, with unlimited accrual. Payout at time of retirement of unused days at a rate of 20% per day	96 sick leave hours, with unused accrual of up to 175 days (1400 hours). Payout at time of termination of unused days at a rate of \$25 per day up to a max of \$4000



Police Bargaining Unit vs. AFSCME Other Benefits

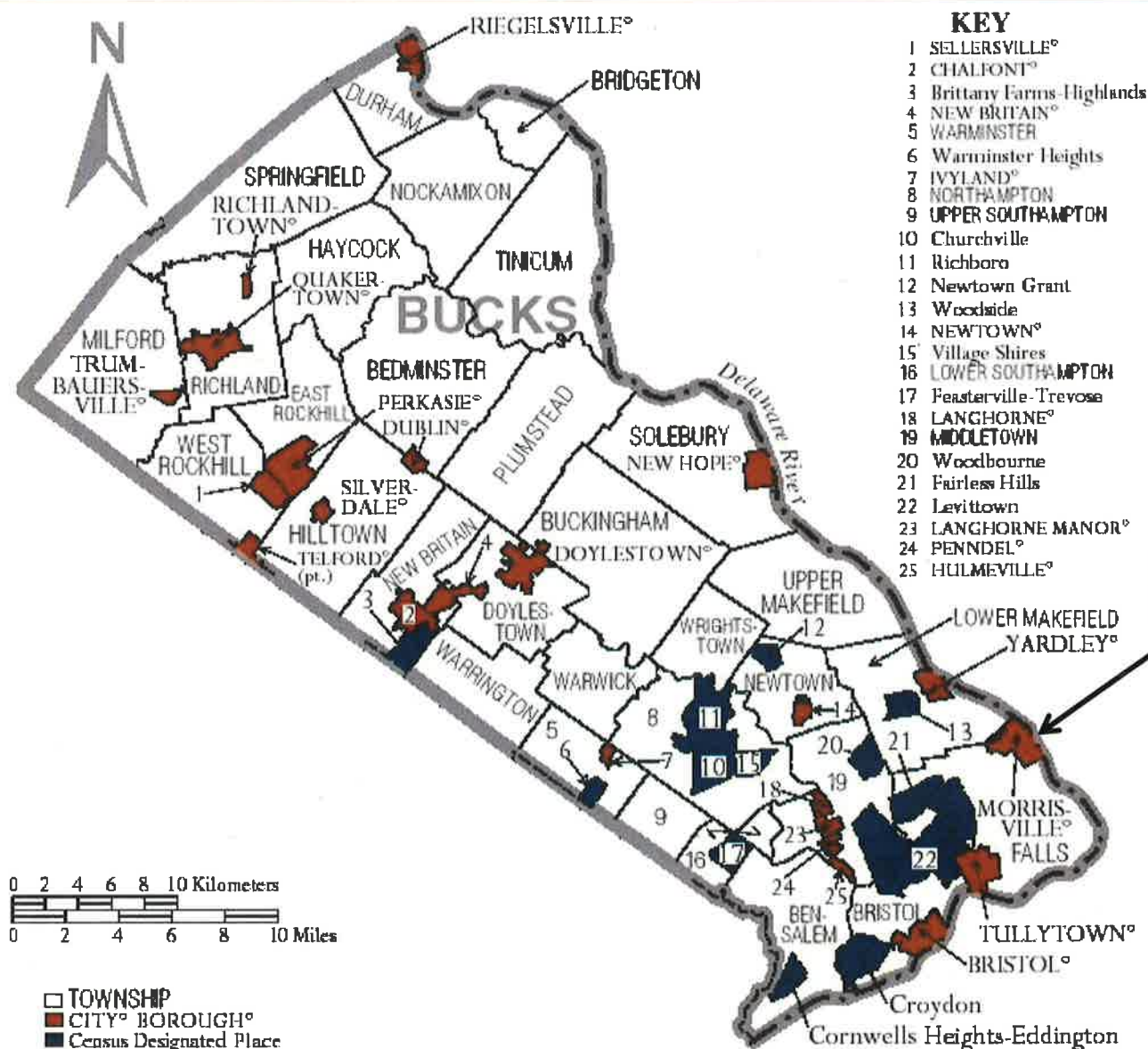
The Police bargaining unit receives other benefits that are not made available to AFSCME.

	Police	AFSCME
Education Pay	Annual pay for course work in police sciences, police administration, or corrections: 30 credits: \$125 Associates (or 60 credits): \$210 90 credits: \$315 Bachelors: \$600	None
Education Course Reimbursement	Reimbursement of all tuition and books upon successful completion of course (does not apply to Masters or on-line courses)	None
Gym Membership	Gym membership paid for by Borough	None
Uniform Allowance	Allowance of \$800 per year (replacement of items damaged in the line of duty does not subtract from allowance amount)	None

Other Jurisdictions



Morrisville Borough



Morrisville
Borough

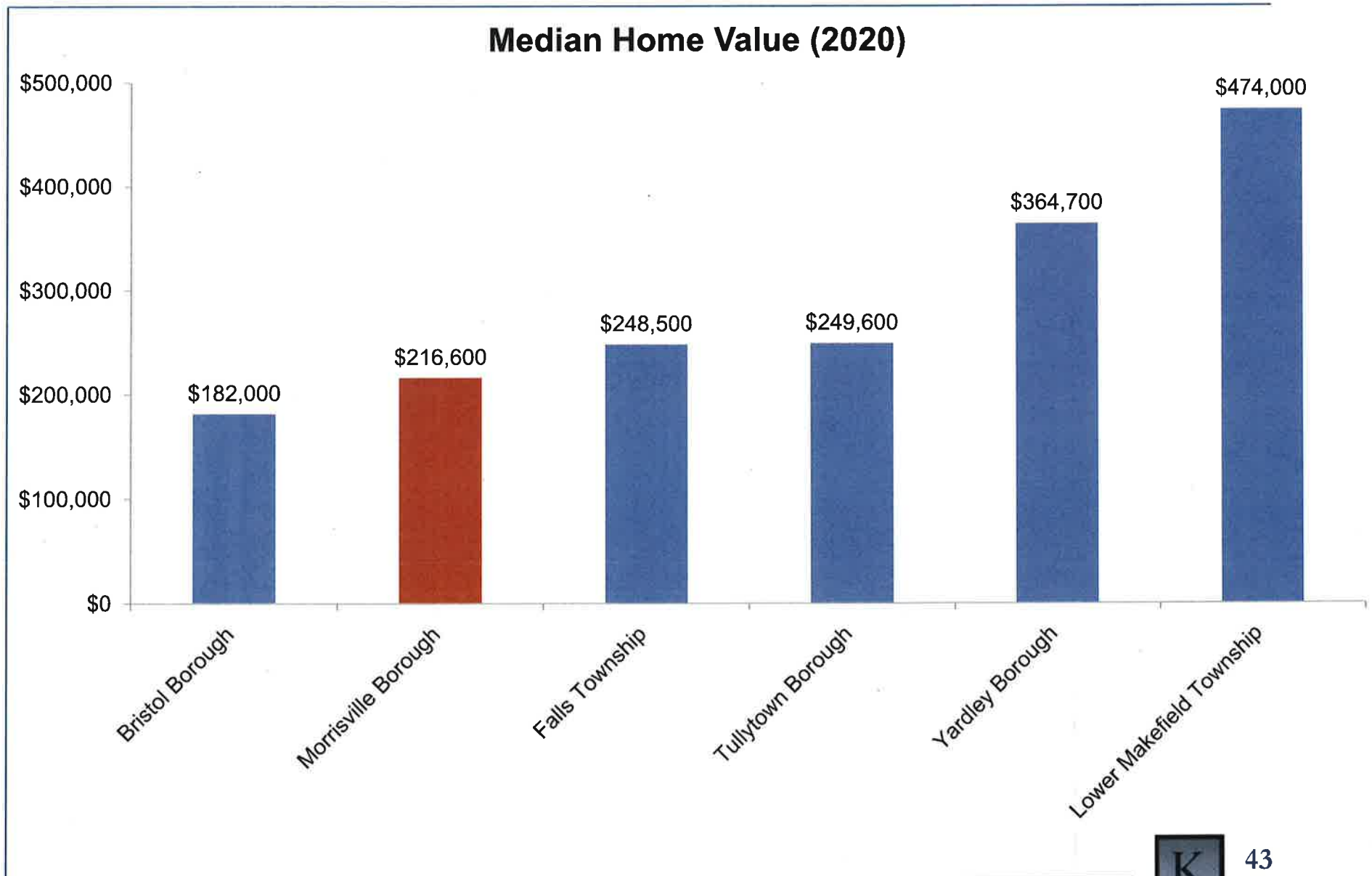


Demographics of Other Jurisdictions

	Population (2020)	Median Household Income (2020)	Per Capita Income (2020)	Median Home Value (2020)	% of Individuals Below Poverty (2020)	DCED # of FT Police Officers	Contract Duration
Morrisville Borough	8,540	\$77,538	\$39,683	\$216,600	4.9%	9	2019 – 2021
Bristol Borough	9,577	\$60,028	\$32,811	\$182,000	12.4%	12	2020 – 2025
Falls Township	33,535	\$80,518	\$35,369	\$248,500	7.3%	53	2018 – 2021 2021 – 2025
Lower Makefield Township	32,743	\$150,621	\$69,804	\$474,000	3.5%	40	2019 – 2022
Tullytown Borough	2,215	\$64,539	\$36,495	\$249,600	15.3%	4	2017 – 2021 2022 – 2026
Yardley Borough	2,496	\$87,337	\$56,255	\$364,700	3.3%	5	2018 – 2021 2022 – 2025



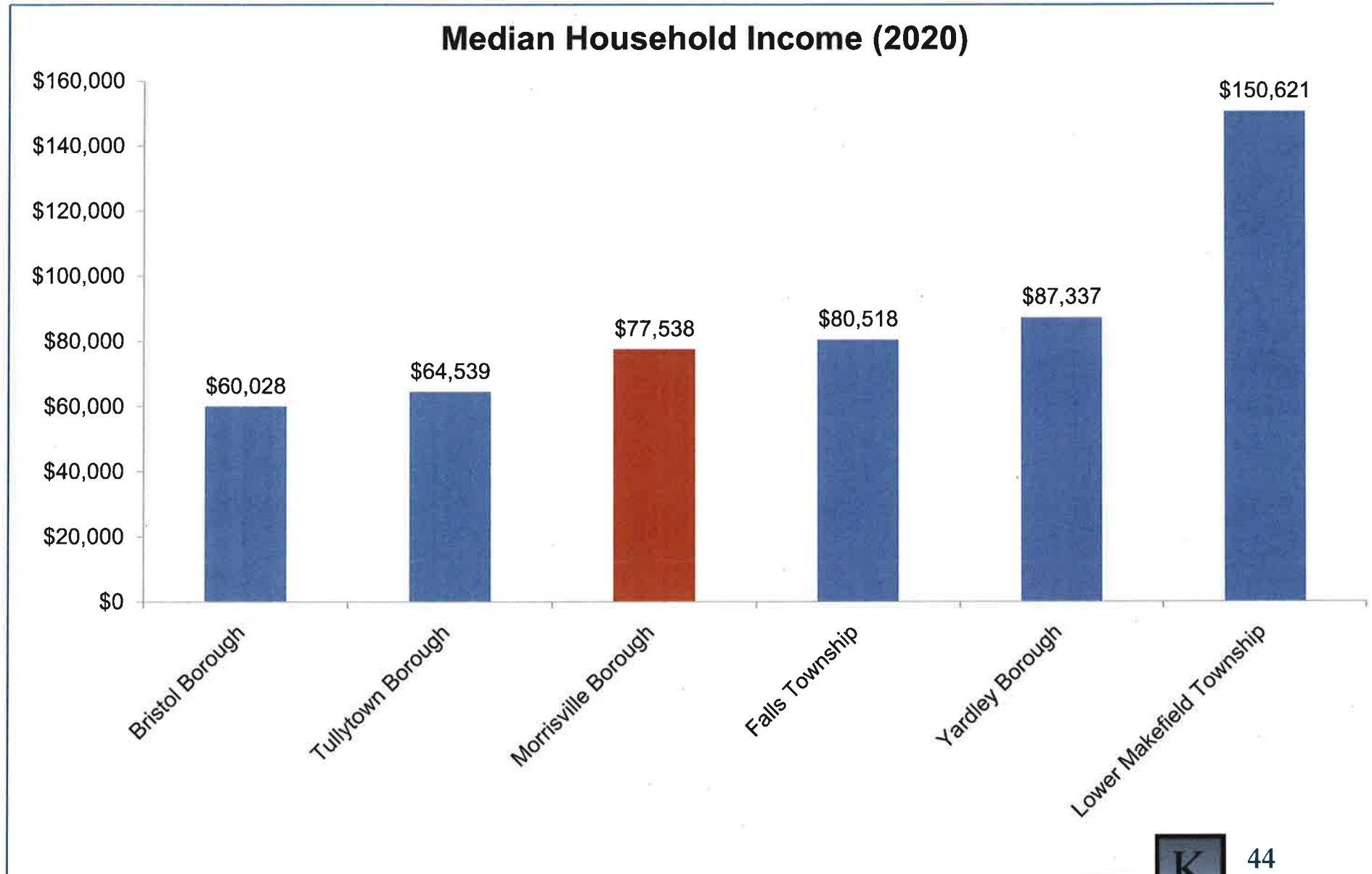
Demographics of Other Jurisdictions Median Home Value (2020)



Source: American Community Survey 2016-2020 5-Year Estimates



Demographics of Other Jurisdictions Median Household Income (2020)



Source: American Community Survey 2016-2020 5-Year Estimates





Base Pay (2021)

Jurisdiction	Starting Patrol Salary	Max Patrol Salary	Years to Max Patrol	Corporal Salary	Sergeant Salary	2021 Wage Increase
Morrisville Borough	\$46,433	\$90,115	3	\$94,621 (Corporal/ OIC)	\$100,297	3.0%
Bristol Borough	\$49,500 (2019) *	\$100,270	5	\$104,243	\$107,381	Jan 1: 1.5%, Jul 1: 1.48% (3.0% for year)
Falls Township	\$78,966	\$111,181	3	\$118,994	\$126,021	4.0%
Lower Makefield Township	\$60,404	\$103,436	4	\$108,880	\$114,298	3.75%
Tullytown Borough	\$52,582	\$87,264	4	n/a	\$90,845	2.0%
Yardley Borough	\$44,000	\$76,413	4	\$77,419 (after 4 YOS)	\$80,435 (after 4 YOS)	Starting - 4th YOS: 0%, Max Patrolman: 3.0%

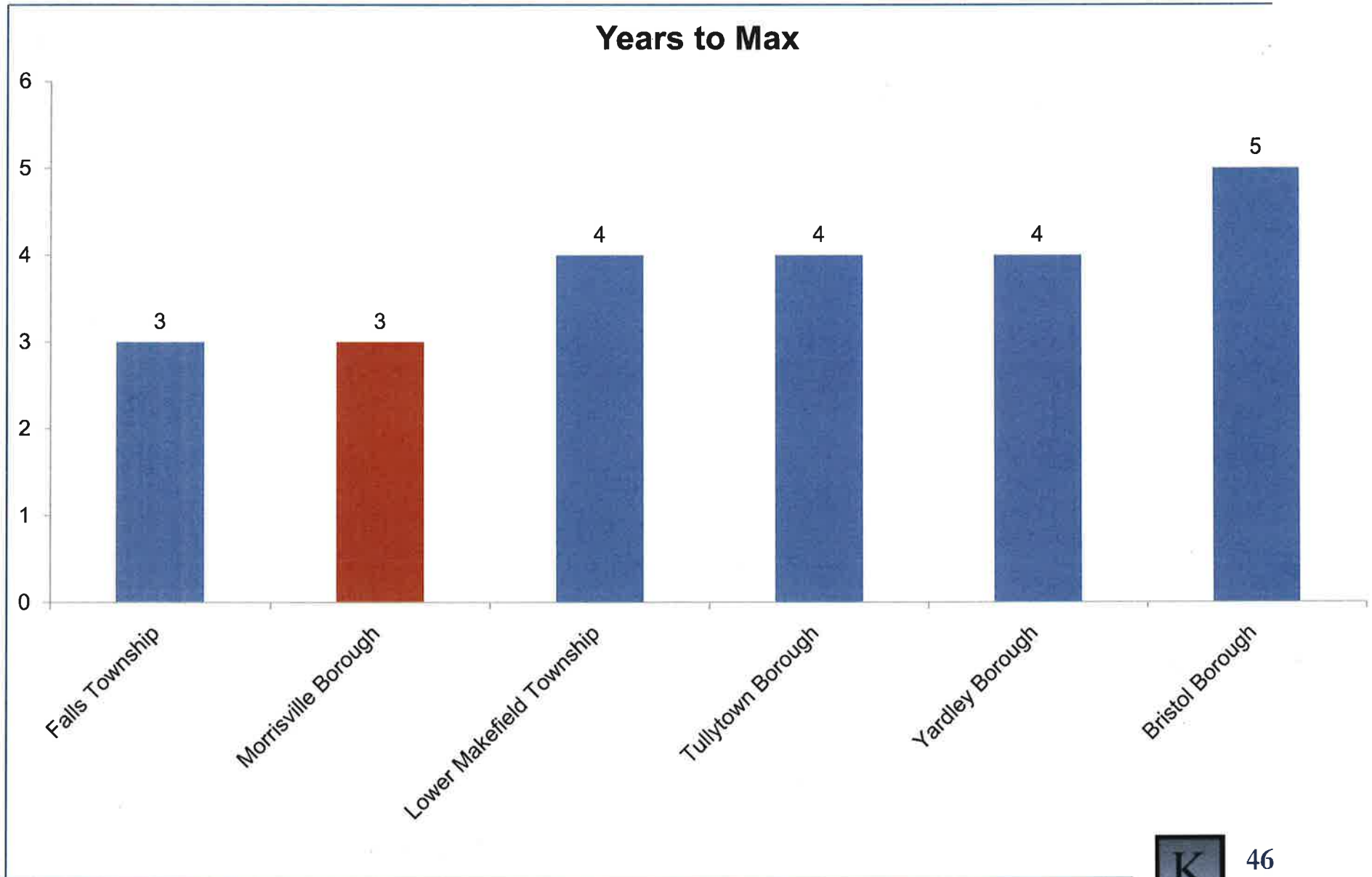
After certification or cadet

* Bristol Borough: Starting Patrol Salary omitted from 2020-2025 contract due to hiring freeze





Police Years to Max Patrol Salary (2021)





Police Starting Base Salary (2021)

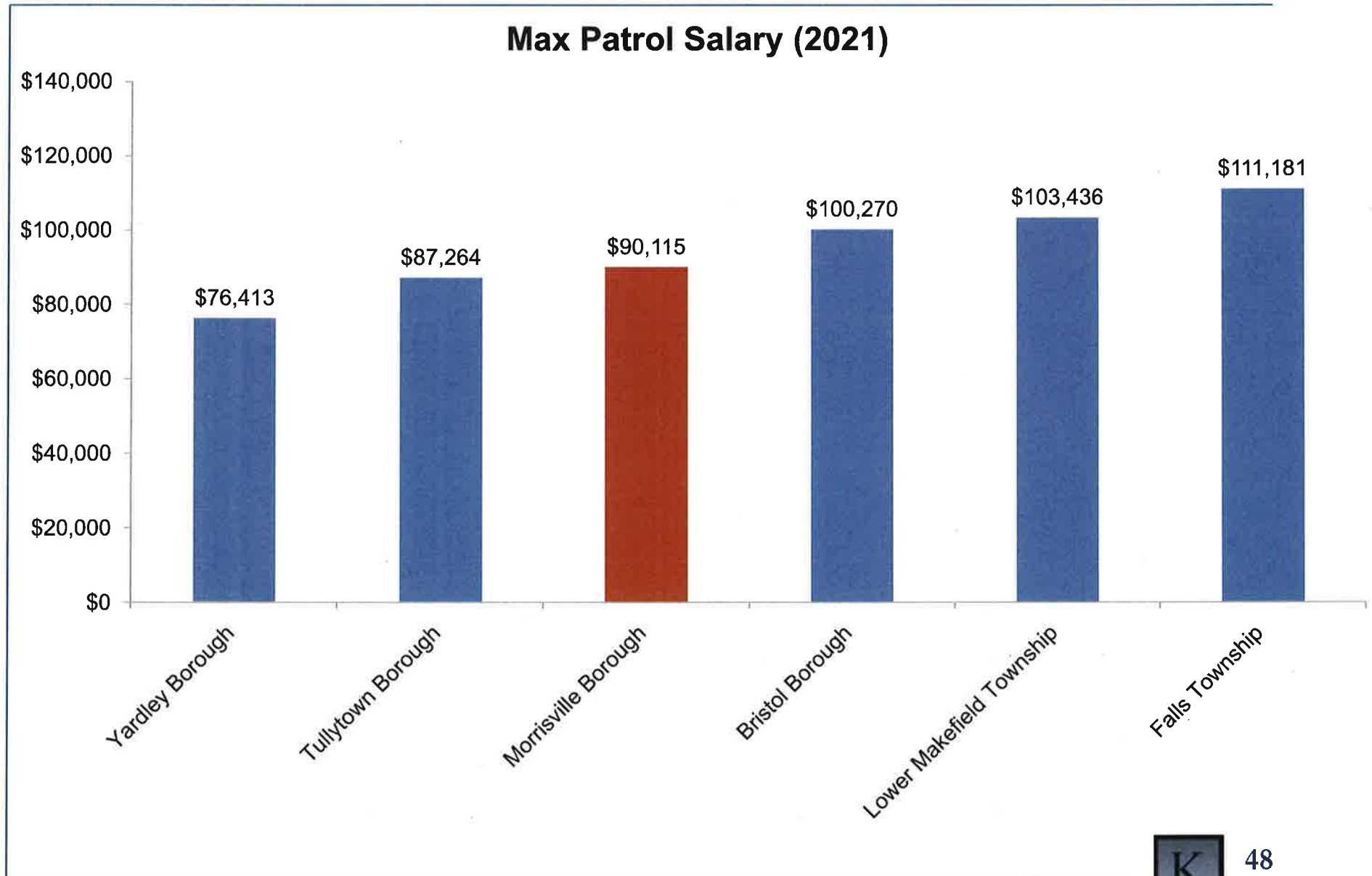


* Bristol Borough: Starting Patrol Salary omitted from 2020-2025 contract due to hiring freeze



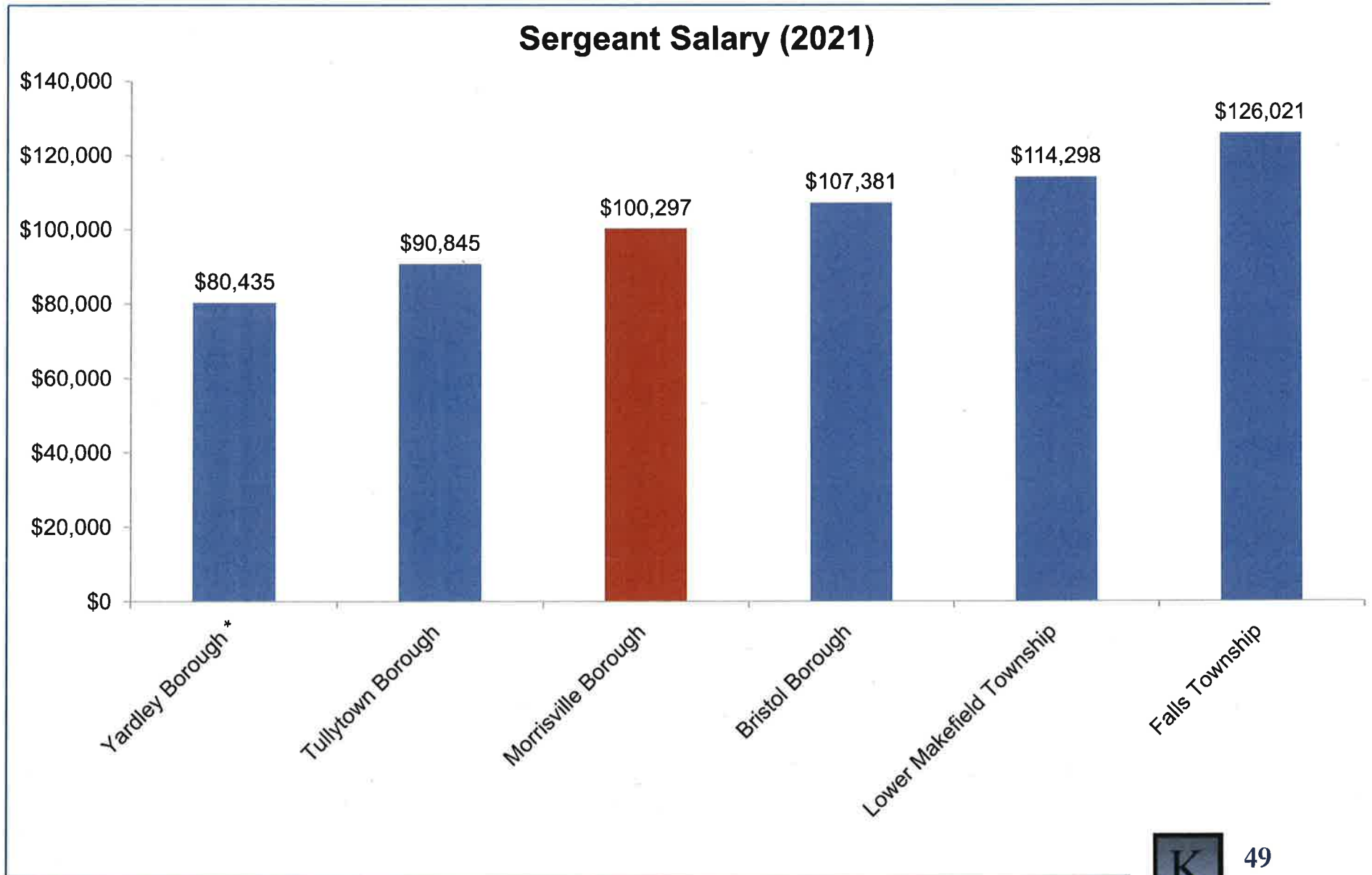


Police Max Patrol Salary (2021)





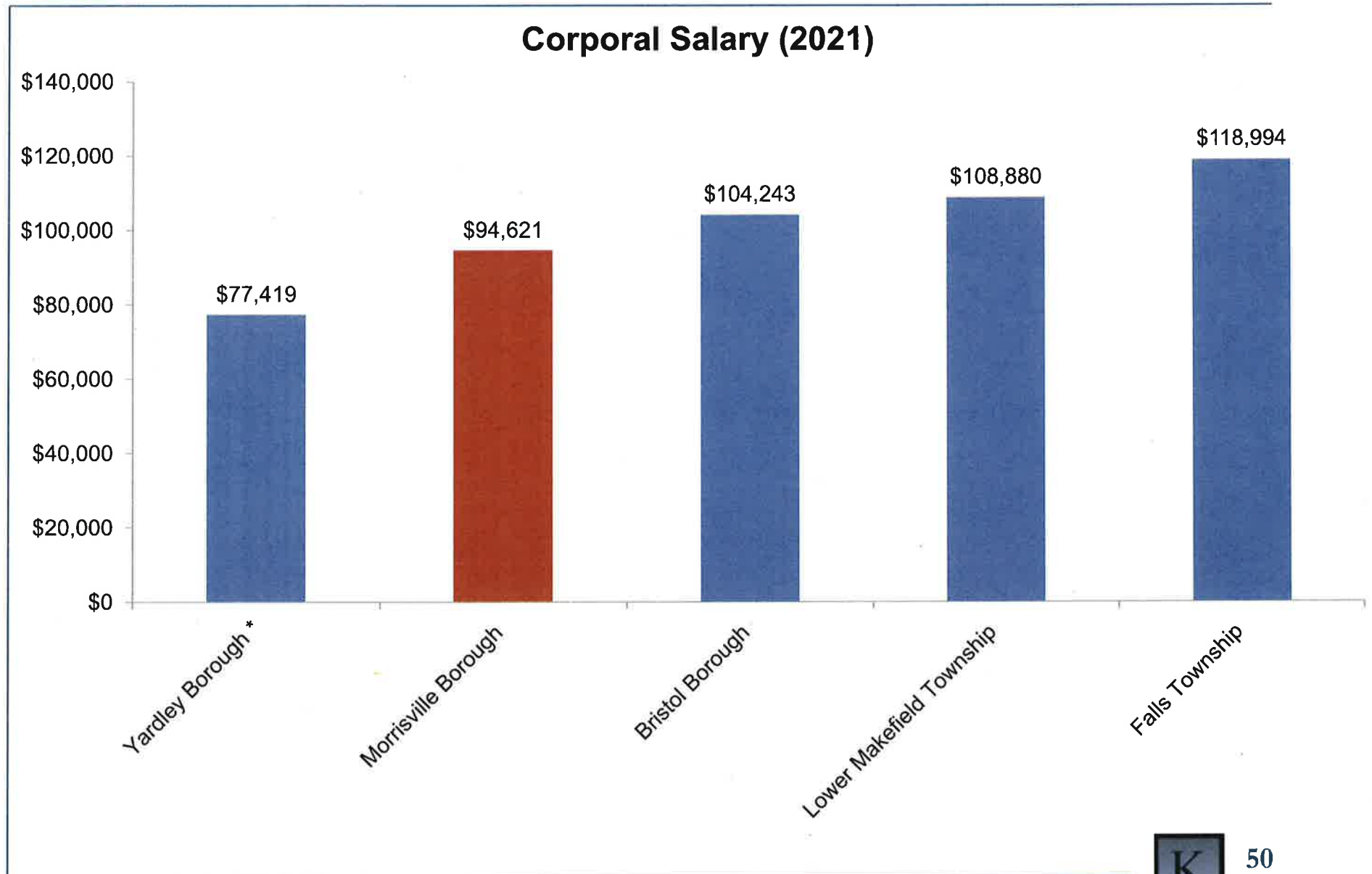
Sergeant Salary (2021)



* Yardley Borough: after 4 YOS



Corporal Salary (2021)



* Yardley Borough: after 4 YOS

Note: Tullytown Borough does not have the rank of Corporal



Base Pay % Increases (2019-2025)

Jurisdiction	2019	2020	2021	2022	2023	2024	2025
Morrisville Borough	3.0%	3.0%	3.0%	TBD	TBD	TBD	TBD
Bristol Borough	Jan 1: 1.5%, Jul 1: 1.48%	Jan 1: 0%, Jul 1: 2.5%	3.0%	3.0%	3.25%	3.5%	3.5%
Falls Township	4.0%	4.0%	4.0%	4.0%	TBD	TBD	TBD
Lower Makefield Township	Pending	Pending	3.75%	3.75%	TBD	TBD	TBD
Tullytown Borough*	2.0%	2.5%	3.0%	2.5%	2.5%	3.0%	3.0%
Yardley Borough	Starting - 4th YOS: 0%, Max Patrolman: 3.0%	Starting - 4th YOS: 0%, Max Patrolman: 3.0%	Starting - 4th YOS: 0%, Max Patrolman: 3.0%	Starting - 4th YOS: 0%, Max Patrolman: 5.0%	Starting - 4th YOS: 0%, Max Patrolman: 5.0%	Starting - 4th YOS: 0%, Max Patrolman: 5.0%	Starting - 4th YOS: 0%, Max Patrolman: 5.0%

* Tullytown Borough: 3% increase in 2026



Longevity Pay (2021)

Jurisdiction	Longevity Calculation	5 YOS longevity	10 YOS longevity	15 YOS longevity	20 YOS longevity	25 YOS longevity	30 YOS longevity
Morrisville Borough	After 5 YOS: 1%; 10 YOS: 1.5%; 15 YOS: 2%; 20 YOS: 2.5%; 25 YOS: 3%	\$901	\$1,352	\$1,802	\$2,253	\$2,703	\$2,703
Bristol Borough	After 5 YOS: \$500; \$100 increase per year there after	\$500	\$1,000	\$1,500	\$2,000	\$2,500	\$3,000
Falls Township	After 5 YOS: 1.5%; 10 YOS: 2.5%; 15 YOS: 3.5%; 20 YOS: 4.5%; 25 YOS: 5.5%	\$1,668	\$2,780	\$3,891	\$5,003	\$6,115	\$6,115
Lower Makefield Township	Longevity is calculated off the rank of Patrolman for all officers; After 5 YOS: 2%; 10 YOS: 2.5%; 15 YOS: 3%; 20 YOS: 3.5%; 25 YOS: 4%; 30 YOS: 4.5%	\$2,069	\$2,586	\$3,103	\$3,620	\$4,137	\$4,655
Tullytown Borough	After 5 YOS: 2%; 10 YOS: 3.25%; 15 YOS: 4.5%; 20 YOS: 5.75%	\$1,745	\$2,836	\$3,927	\$5,018	\$5,018	\$5,018
Yardley Borough	2021: After 4 YOS: \$400; 9 YOS: \$1600; 14 YOS: \$3000 and additional \$1000 for each 5 YOS thereafter; 2022-2025: After 4 YOS: \$600; 9 YOS: \$2000; 14 YOS: \$3600 and additional \$1200 each 5 YOS thereafter	\$400	\$1,600	\$3,000	\$4,000	\$5,000	\$6,000

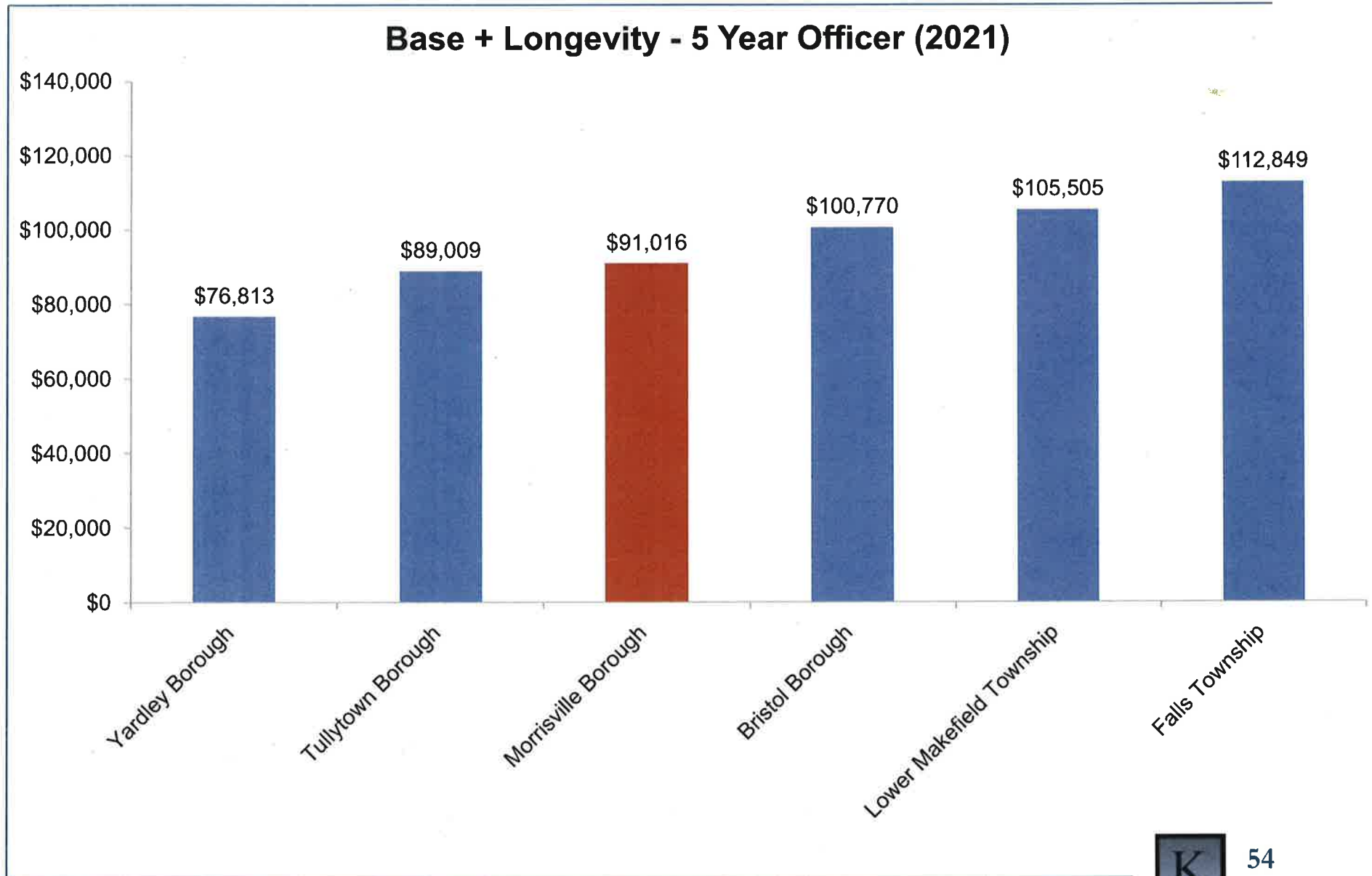


Base + Longevity Pay (2021)

Jurisdiction	5 YOS base + longevity	10 YOS base + longevity	15 YOS base + longevity	20 YOS base + longevity	25 YOS base + longevity	30 YOS base + longevity
Morrisville Borough	\$91,016	\$91,467	\$91,917	\$92,368	\$92,818	\$92,818
Bristol Borough	\$100,770	\$101,270	\$101,770	\$102,270	\$102,770	\$103,270
Falls Township	\$112,849	\$113,961	\$115,073	\$116,184	\$117,296	\$117,296
Lower Makefield Township	\$105,505	\$106,022	\$106,539	\$107,056	\$107,573	\$108,091
Tullytown Borough	\$89,009	\$90,100	\$91,191	\$92,282	\$92,282	\$92,282
Yardley Borough	\$76,813	\$78,013	\$79,413	\$80,413	\$81,413	\$82,413

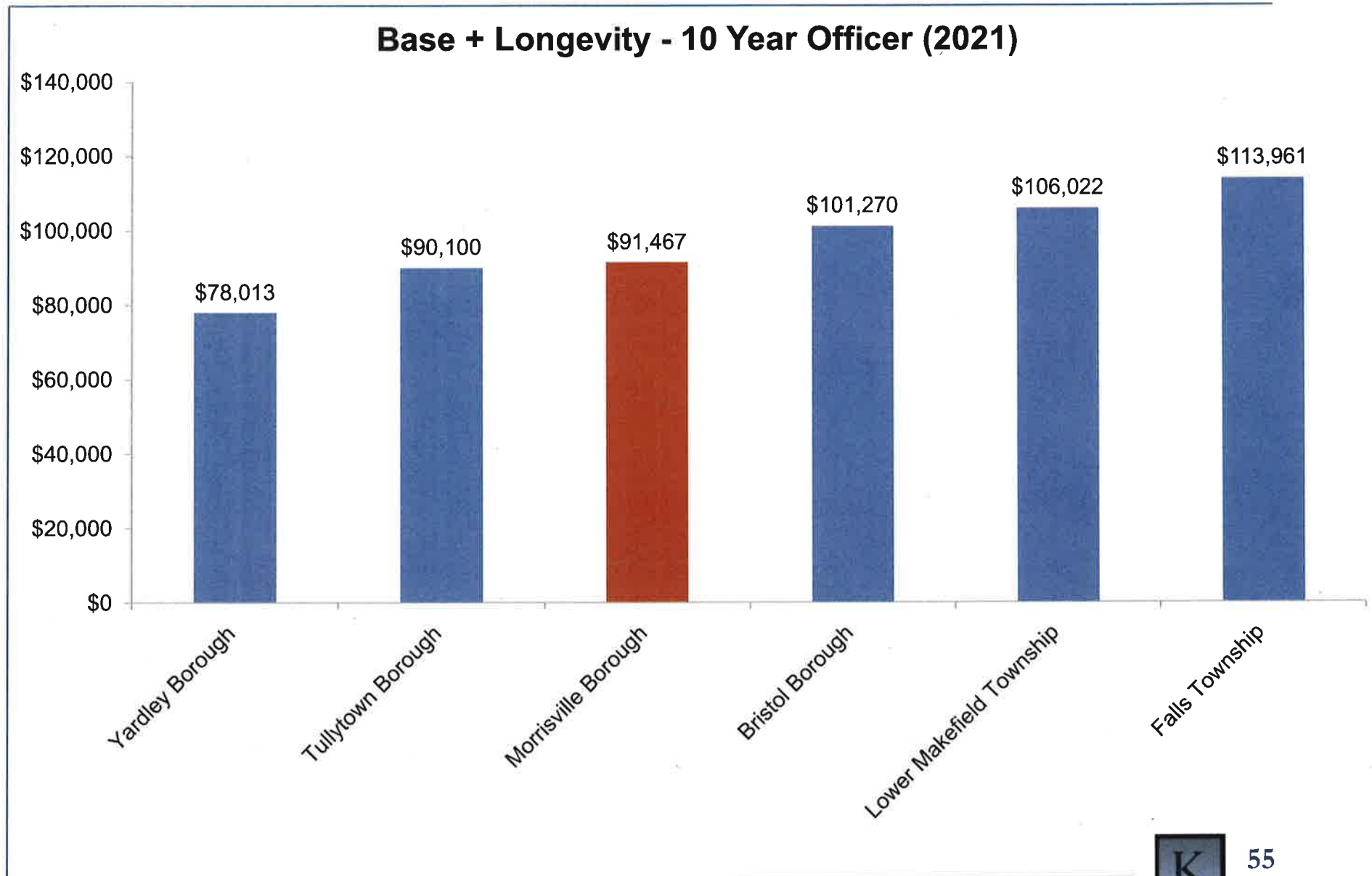


Base + Longevity Pay for 5 Year Officer (2021)



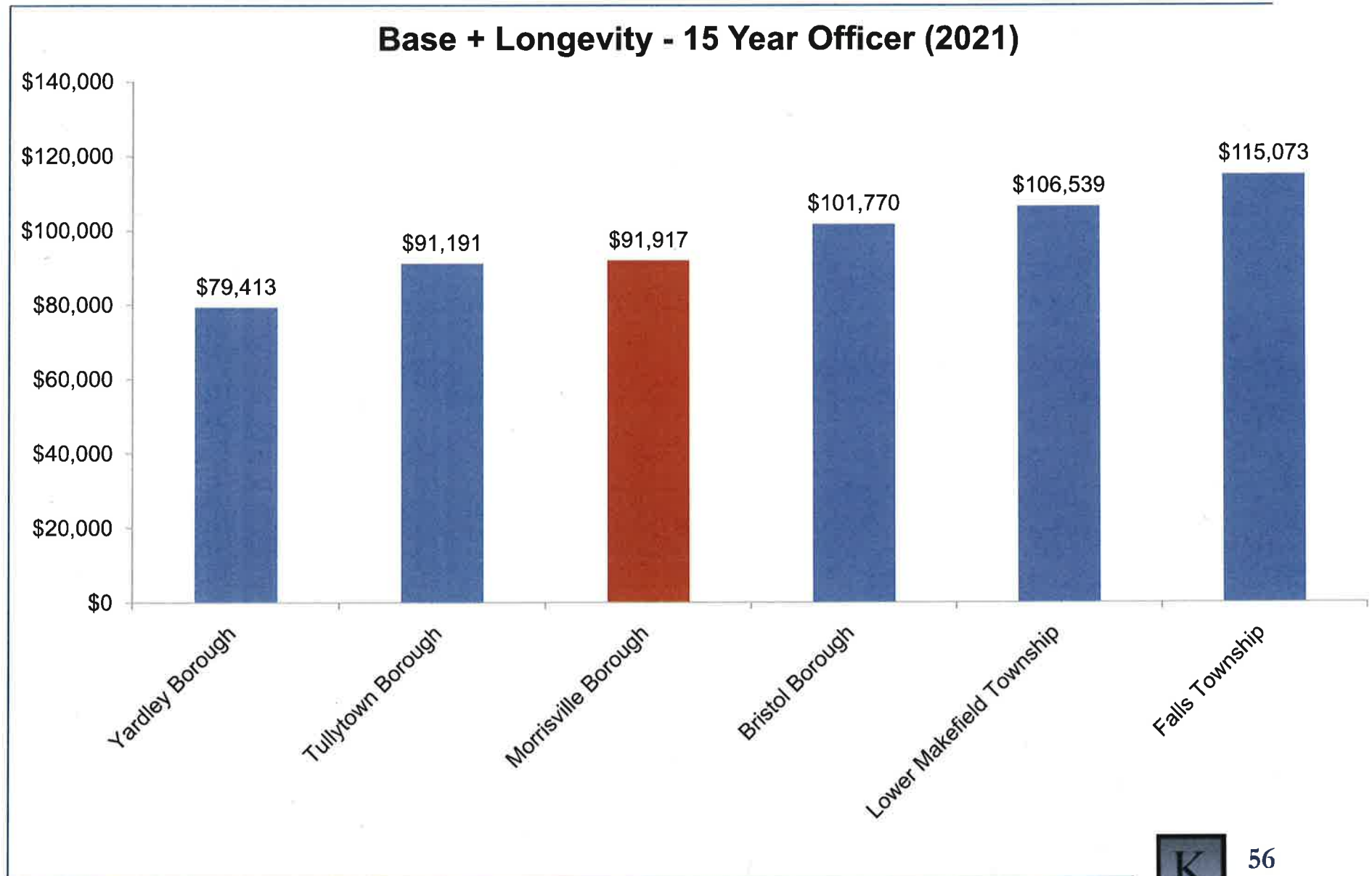


Base + Longevity Pay for 10 Year Officer (2021)



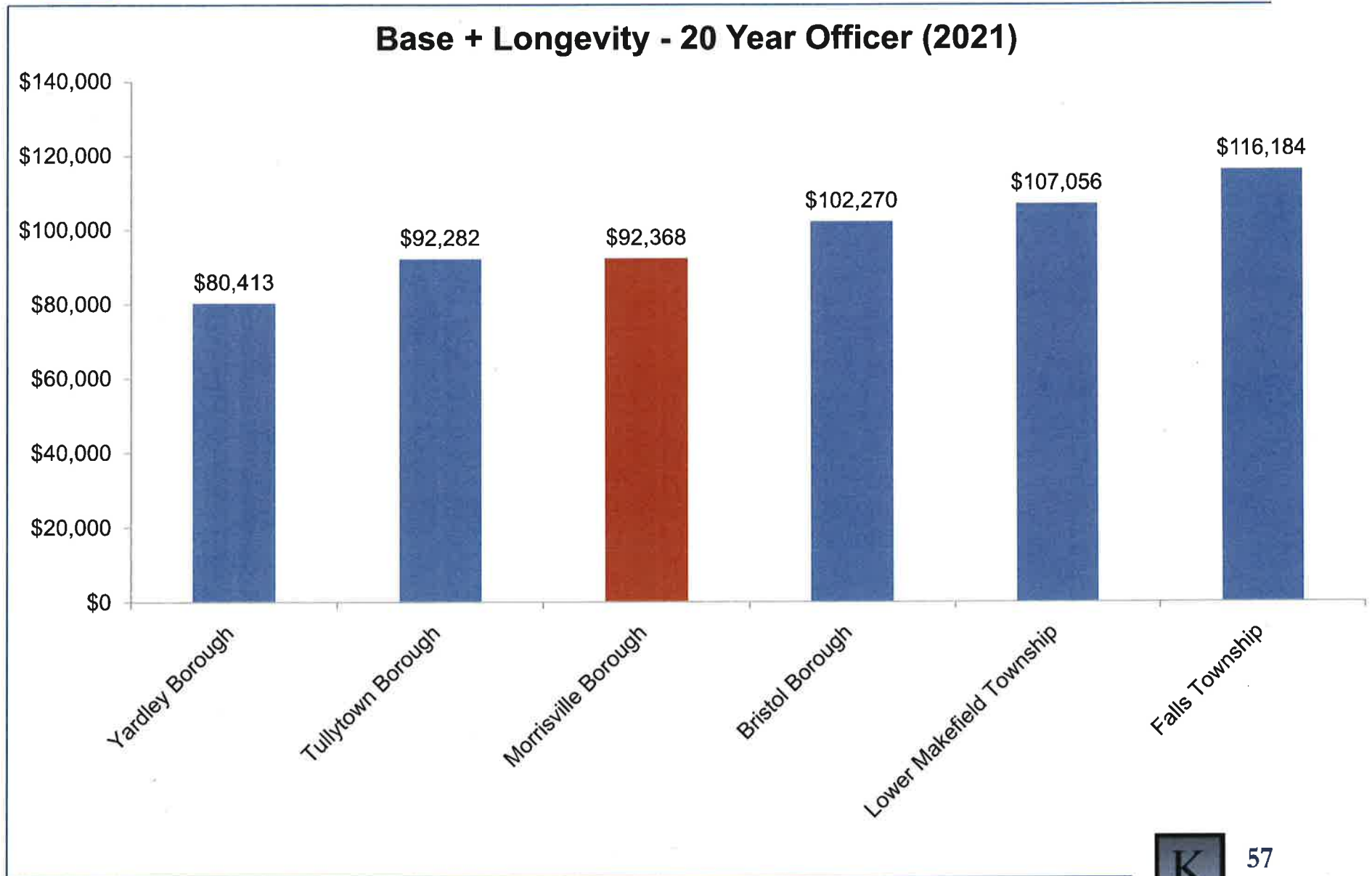


Base + Longevity Pay for 15 Year Officer (2021)



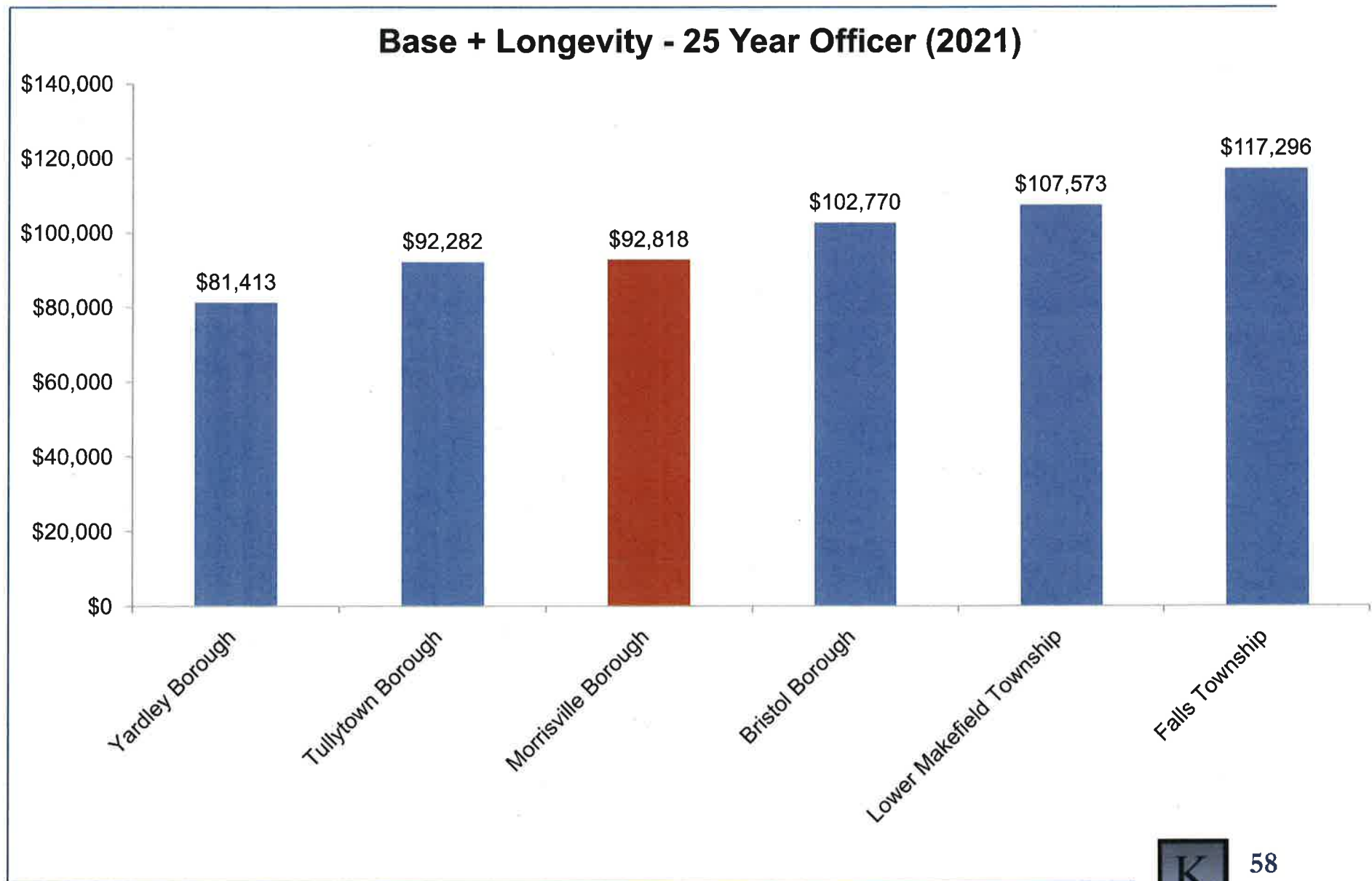


Base + Longevity Pay for 20 Year Officer (2021)



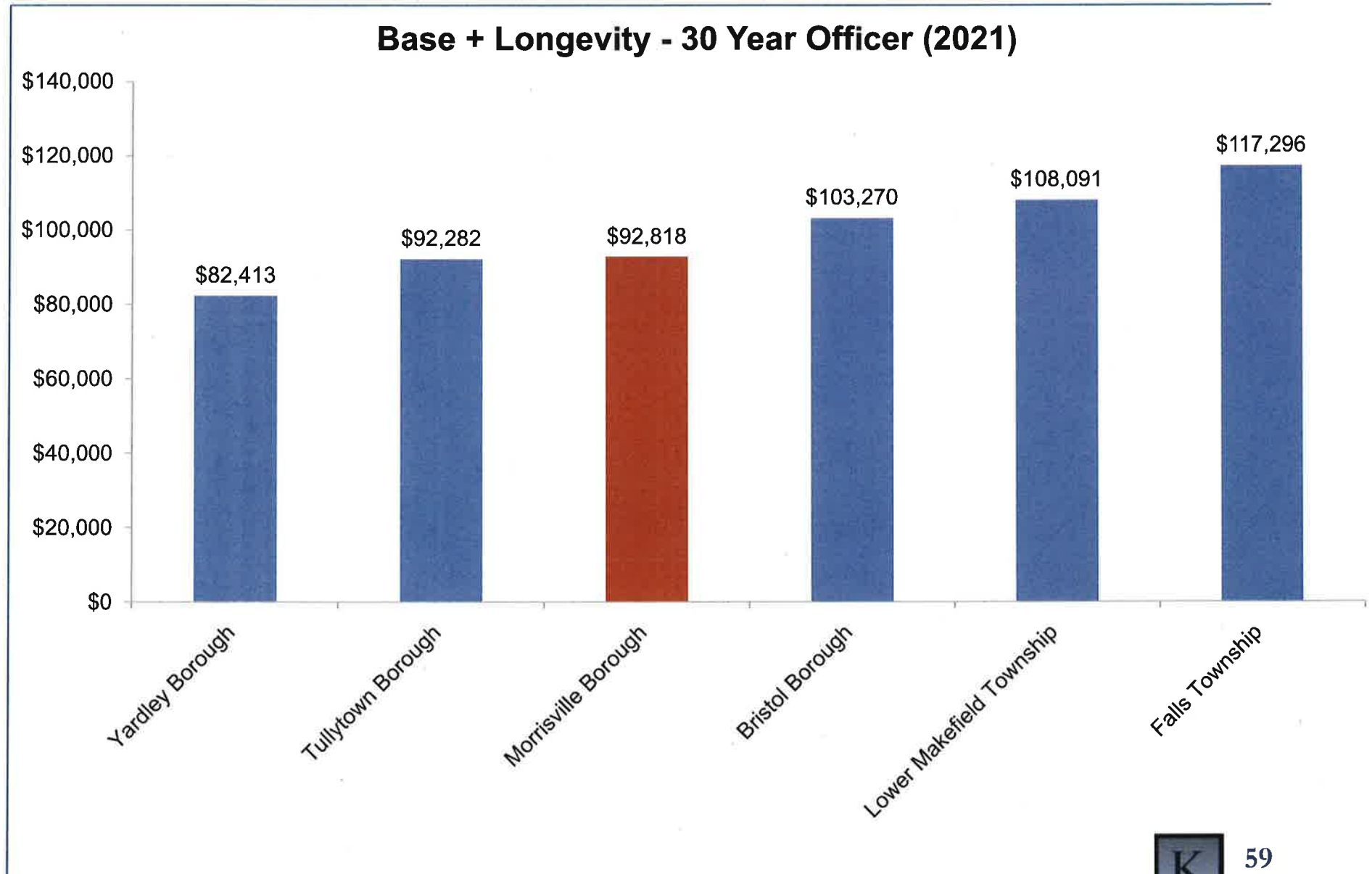


Base + Longevity Pay for 25 Year Officer (2021)





Base + Longevity Pay for 30 Year Officer (2021)





Conclusion

- Despite its small population of 8,540, the Borough of Morrisville maintains a full-time police department of 9 full-time and 7 part-time officers
- Because of its weak tax base, Morrisville Borough is at the statutory maximum millage rate of 35 mils for general government operations and cannot legally raise property taxes any further
 - Prior to reaching the statutory maximum millage, the Borough has needed court approval in previous years to set its millage rate in order to pay for basic services
 - Even with property tax rates at the legal maximum, the Borough still ended 2021 with only a small positive budget balance
 - The Borough raised taxes by 12.2% in 2020 and still ran a budget deficit
 - The Borough has run a budget deficit in two of the last four years
- Morrisville Borough residents have shouldered significant tax and fee increases to pay for basic services
 - Borough had to implement an Earned Income Tax which began July 1, 2022
 - Trash fees have also increased significantly beginning with a new contract in 2021
- Excluding ARPA funds, the Borough's fund balance is very low
- Morrisville Borough is hanging on financially, but not by much