

Exhibit 8

BRISTOL TOWNSHIP

GOVERNMENT STUDY COMMISSION

FINAL REPORT (excerpt)

August 4, 2009

Summary of Commission's Findings and Recommendation for a Change of Government Format to the Council-Manager Plan

After careful deliberation, the Bristol Township Government Study Commission has concluded that a change in government plan is appropriate and beneficial for the citizens of Bristol Township. Currently, Bristol Township is governed under the provisions of Optional Plan C, known as the "Mayor-Council Plan C", adopted by the Township in 1986. The Commission believes that this form of government does not allow for proper accountability of its elected officials, fosters an atmosphere of unprofessionalism, and is inefficient.

The current form of government creates and sustains political tension and inhibits the Managing Director from being able to fully perform his/her duties. Under Optional Plan C in Bristol Township, the Managing Director may be terminated by the Mayor without the support of the Bristol Township Council, thereby taking away the Managing Director's independence from the Mayor and placing the Managing Director in a constant political situation for fear of losing his employment. The "Council-Manager" plan will allow the hiring and firing of the Managing Director only by the elected Council.

Under the Home Rule Charter and Optional Plans Law, the Commission recommends the adoption of the "Council-Manager Plan".² Under this optional plan, the office of Mayor is hereby abolished and, instead, replaced with one of the council members being appointed as the President of the Council by a majority of its other members.

Further, under the new government plan, the number of council members will be increased from the current five (5) members to seven (7) members. The new seven (7) member Council shall continue to be elected on an at-large basis by the voters of Bristol Township.

² The text of the relevant provisions of the Home Rule Charter and Optional Plans Law for the "Council-Manager" Plan D is set forth in Appendix "B".

Whether to have the new Council elected at large or by districts was a hotly contested debate among the Commission members. Ultimately, a majority of the Commission prevailed on their position that creating districts would be a step backwards to the era where the Township was divided into wards and each commission member was, in essence, king of their own little part of kingdom within the Township; each vying for their own constituents, rather than for the entire Township. Establishing councilmatic districts would hinder the Council's ability to do what is best for the Township as a whole.

During its investigation, this Commission heard time and again that one of the goals for any government should be to promote increased representation for all of Bristol Township's citizens. We believe that increasing the number of council members will allow for representatives from more diverse areas within the township to run for and, ultimately, be elected to Council. Having more council members will also allow greater accessibility for our citizens to their elected officials.

The Commission believes and, therefore, recommends that the Managing Director be the keystone of the new government. In order to promote efficiency and greater accountability, the duties of the Managing Director are enhanced under the new optional plan. As such, we believe that Council must allow for a strong, independent and motivated Managing Director, permitting that person to oversee the daily functions of the Township's governance without undue interference from the Council.

Additionally, to further assist in creating greater governmental efficiency, this Commission is recommending that the Office of Treasurer and Tax Collector be abolished. Other departments under the current government should be consolidated as well. The departments of Licenses and Inspection, Public Works, Recreation, the Fire Marshal and