

**SPECIAL COUNCIL MEETING
TOWNSHIP OF MONROE
APRIL 8, 2015**

A.) OPENING CEREMONIES

CALL TO ORDER

The Special Council Meeting of the Township of Monroe was called to order at approximately 7:03 PM by **Cncl. Pres., Frank Caligiuri** in the Joe Pace Meeting Room of the Municipal Complex located at 125 Virginia Avenue, Williamstown, New Jersey.

This meeting was advertised pursuant to the New Jersey Open Public Meetings Act (*NJSA 10:4-6 thru 10:4-21*). Notices were placed in the official publications for Monroe Township (i.e.: South Jersey Times, the Courier Post and the Sentinel of Gloucester County). A copy of that notice is posted on the bulletin board at the Municipal Complex.

Cncl. Pres., Caligiuri stated the Clerk has placed a sign-in sheet in the meeting room. If anyone would like to address Council during the Public Portion, please sign in and you will be asked to come forward to the microphone. Kindly state your name for the record.

SALUTE TO FLAG - INVOCATION

Cncl. Dilks led the assembly in the Pledge of Allegiance to Our Flag.

ROLL CALL OF TOWNSHIP OFFICIALS

Cncl. Walter Bryson		Excused
Cncl. Marvin Dilks	Present	
Cncl. Rich DiLucia	Present	
Cncl. Bob Heffner	Present	
Cncl. Bart McIlvaine	Present	
Cncl. Cody Miller	Present	
Cncl. Pres., Frank Caligiuri	Present	
Mayor Daniel Teefy	Present	
Solicitor, Charles Fiore	Present	
Business Adm., Kevin Heydel	Present	
Deputy Clerk, Sharon Wright	Present	

B.) GENERAL PUBLIC DISCUSSION

Cncl. Miller made a motion to open the General Public Discussion. The motion was seconded by **Cncl. Dilks** and unanimously approved by all members of Council in attendance.

Troy Sterling, 1032 Huntingdon Drive, advised he has been sending emails to Council for several days regarding a variance to the Chicken Ordinance. **Solicitor Fiore** questioned whether Mr. Sterling came to the meeting to request the ordinance be amended or did someone tell him to come to Council to request a variance, as a variance would need to go before the Zoning Board of Adjustment. Mr. Sterling replied that he felt a variance would be easier than amending the ordinance but if it needs to go before the Zoning Board than he would like to request the ordinance be amended. He explained he lives in Twelve Oaks and would like to have a few hens in his backyard. **Cncl. Pres., Caligiuri** explained Twelve Oaks is zoned R-2 and it will be difficult for Council to change the ordinance because it involves changing it for everyone in the R-2 zone and there will probably be many objections to that. He felt Mr. Sterling would have a better chance of getting a variance through the Zoning Board than he would changing the law because Council would have a difficult time justifying that change. He added he would have no problem with it because he lives in Cecil and it's more rural there but in an R-2 zone the neighbors may take exception to it. He cautioned that when a waiver is applied for all the residents within 200 feet will be notified and they could have a problem with it. **Solicitor Fiore** questioned whether Mr. Sterling currently has chickens and whether he has ever been involved in raising or caring for them. Mr. Sterling replied he built a coop and had some several years ago but a neighbor complained and he got rid of them so this time he wants to do it the right way. **Cncl. Pres., Caligiuri** recommended that Mr. Sterling file a formal application with the Zoning Board of Adjustment, which meets on the first and fourth Tuesday of the month. He also recommended when Mr. Sterling makes the application that he state he will only be raising chickens, which make very little noise and that he will have no roosters on his property. Mr. Sterling thanked Council and indicated he would go to the Zoning Board for a variance.

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B.) GENERAL PUBLIC DISCUSSION (cont'd)

With no one else wishing to speak **Cncl. Miller** made a motion to close the General Public Discussion. The motion was seconded by **Cncl. McIlvaine** and unanimously approved by all members of Council in attendance.

C.) RESOLUTIONS SCHEDULED - PUBLIC PORTION

Cncl. Pres., Caligiuri noted Resolution R:74-2015 would be added to the agenda at the request of the Business Administrator and he requested Mr. Heydel to give the public a brief overview of the resolution. **Mr. Heydel** explained during the last Budget Meeting he had mentioned that the Shared Services Agreement for the Tax Collector with Franklin Township would be amended. Franklin Township's full time person has a Tax Collector's certification but had no experience so after working six months to gain experience she recently resigned to take the Tax Collector position in Wildwood Crest, which doubled her salary but left Franklin without a full time employee. Franklin asked him to entertain supplying them with a full time person so he calculated all the numbers and it works. Basically we would hire a full-time person who would be stationed in Franklin Township, which would be more or less a satellite office for our employee and they would reimburse us as part of the Tax Collector's Shared Services Agreement. **Mr. Heydel** indicated he requested the Solicitor to prepare an addendum to the original Tax Collector Shared Services Agreement, which expires on September 30, 2015. When the agreement is renewed then we can combine the Tax Collector and the full time employee into the new Shared Services Agreement. **Cncl. Miller** added this will work out. Our full time employee will work in Franklin Township for 40 hours and Franklin will pay us \$46,000.00. **Mr. Heydel** noted the cost to us will be just under \$40,000.00 and we will make an administrative fee of about \$6,000.00. **Cncl. Heffner** questioned whether that \$46,000.00 includes salary and benefits. **Mr. Heydel** replied the employee opts-out of the benefits offered and that is included in the compensation calculation. If there are major changes to that it will be revisited and Franklin is aware of that. Currently the compensation is \$40,000.00 but that has been estimated to increase to \$41,000.00 depending upon contract negotiations. Right now we are to the good with this \$6,000.00 and for the Tax Collector \$8,000.00 for a total of \$15,000.00 administrative fee for the shared services. **Cncl. Dilks** questioned what happens down the road if the person needs health insurance. **Mr. Heydel** explained if our cost increases the issue will be revisited and Franklin is aware that. **Cncl. DiLucia** questioned the annual salary of the person going there. **Mr. Heydel** replied \$30,000.00 and then Social Security, pension expense and the benefit buy-out was calculated, which takes it up to \$38,500.00. In October when the employee goes to Step 2 her salary will increase to \$31,500.00. **Cncl. DiLucia** added that is a longevity increase and there will also be a general increase. **Mr. Heydel** noted that was included in his calculations. **Cncl. Heffner** questioned whether the person taking the job was already a part-time employee here and if so, does that mean we will be hiring another part-time employee and while this person is working in Franklinville will they accumulate seniority in Monroe Township. **Mr. Heydel** replied yes. **Cncl. Heffner** noted other than the fact that we will make money he is lost as to why Franklin Township just doesn't hire someone. He added are we becoming a labor supplier. **Cncl. Miller** replied no, the point of shared services is essentially to benefit both partnering municipalities with the ultimate goal of saving money for one and creating additional revenue for the other and Kevin wouldn't do this if we were not making money. **Mr. Heydel** went on to say Franklin has a lot of trust and respect for our office, how it operates and the training our employees get. **Cncl. Heffner** noted he was assuming that this has been discussed with the Union Shop Stewards and they are okay with this. **Mr. Heydel** noted it should be fine, this is a township employee and we can employ them anywhere; the union does not have a say where we employ people. **Cncl. DiLucia** questioned whether Franklin Township had a union. **Mr. Heydel** was not sure. **Cncl. Heffner** noted this person is covered under Local 1360 for Monroe but if something happens over there with Franklinville's union who will be the negotiator. **Mr. Heydel** felt only their Public Works employees were in a union, their clerical people may not be because the girl that left was not in a union. **Cncl. Heffner** questioned what happens to this person if Franklin feels she is not doing a good job and sends her back. **Mr. Heydel** noted the person who is supervising this employee and would do that will be our own person working there as the Tax Collector and she already works with the employee. Our Tax Collector as well as Joanne have full confidence in the person we want to put there and Franklin has no say over who we are putting there. **Cncl. Heffner** questioned what happens to this individual if Franklin decides to hire their own person for less money and no benefits, will they come back to us or are they out of a job. **Mr. Heydel** replied they would come back to us. **Cncl. DiLucia** requested clarification that what **Mr. Heydel** was saying is that the person is our employee, they come under our collective bargaining agreement

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C.) RESOLUTIONS SCHEDULED - PUBLIC PORTION (cont'd)

and if that job disappears they get rights under our collective bargaining agreement under reduction in workforce. Mr. Heydel replied yes. Cncl. DiLucia questioned why they want this arrangement. Mr. Heydel explained they are decimated and understaffed because they didn't handle the recession like we did. Cncl. DiLucia questioned why economically does it make sense to them to pay us \$47,000.00 when they could get it done for \$39,000.00. Mayor Teefy advised adding in benefits would make it more costly for them. Cncl. DiLucia questioned why they couldn't look for the same type of person that would waive benefits. Mayor Teefy noted people like that are hard to find. Mr. Heydel felt if this works out it could be a kick start to what the County did for Tax Assessor, which is not necessarily a bad thing for tax collection and being on the lead on that is a big plus for Monroe Township. Cncl. DiLucia noted the only thing he can see that may be a tremendous problem for us in the future logistically is if Franklin gets in a better situation and sends the employee back because then we would have a reduction in work force. Mr. Heydel explained the only reduction in the work force would be a part-time person. The Tax Collector would come back here because we have a succession plan because we have people retiring in a year or two. Cncl. Heffner noted he wanted to make sure everyone is protected here and Cncl. DiLucia added it would be a nightmare if they shut it down and sent everyone back. Cncl. Miller felt that would not happen because when looking at the County as a whole they are finding ways to partner and share services since that saves money and they are even contemplating it on a State level so they are looking forward to doing it in other ways as well. Cncl. DiLucia felt that Cncl. Miller missed what he was saying. He explained this is kind of a confined situation because we are dealing with one town, Franklin and for whatever reason they see it as beneficial to pay us more to provide what is almost like a Kelly Girl Service. They are paying us more to provide a service that they could do for less. If we get more involved and at some point in time they get more financially situated and their pool of employees gets greater so they no longer need to partner with us, we will have a mess, because if we have a certain number of people that have seniority within our collective bargaining unit, they have bumping rights, which will set off an avalanche of people getting laid off. At that time you either absorb that additional payroll or you lay off and in looking at the budget we are not in the position to absorb it so we need to be very cautious and monitor what we do going forward. With no one else having any questions Cncl. Pres., Caligiuri polled Council and all in attendance were in favor of adding Resolution R:74-2015 to the meeting agenda.

Cncl. Dilks made a motion to open the Resolutions Scheduled-Public Portion. The motion was seconded by Cncl. Miller and unanimously approved by all members of Council in attendance. With no one wishing to speak Cncl. Miller made a motion to close the Resolutions Scheduled-Public Portion. The motion was seconded by Cncl. DiLucia and unanimously approved by all members of Council in attendance.

R:73-2015 Resolution Of The Township Council Of The Township Of Monroe Authorizing An Interlocal Services Agreement Between The Township of Franklin And The Township Of Monroe, County Of Gloucester, State Of New Jersey For Public Works Equipment And Personnel

Cncl. Miller made a motion to approve Resolution R:73-2015. The motion was seconded by Cncl. Heffner.

Mayor Teefy commented that Council did a good job holding off on this agreement when it was first presented in order to put some more teeth into it since the first did not have enough. He noted he received a signed agreement from Franklinville but didn't sign it because it did not have enough teeth and he wanted our agreement done before he would sign off on theirs.

Cncl. DiLucia noted as he understands this it is an open end agreement in terms of manpower and equipment, there is no set thing, it just involves our whole Public Works Department and he questioned whether that was correct. Mayor Teefy replied yes. Cncl. DiLucia noted when this was previously discussed it was stated it was for leaf collection and from what he understands they have no leaf collection equipment so how will that process work. Cncl. Miller advised they are looking into buying three machines. Cncl. DiLucia questioned how long that process would be since they first have to approve the purchase, then go out to bid and then award the bid to a manufacturer to get the equipment, which will take at least a season. Mr. Heydel explained right now we are not picking up leaves in April. Franklin doesn't have leavers and needs to spec them and bid them so they will be utilizing this Shared Services agreement to borrow our equipment and they might have some equipment that we don't have and can borrow

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C.) RESOLUTIONS SCHEDULED - PUBLIC PORTION (cont'd)

from them. From a manpower standpoint that will be more difficult to achieve because when looking at leaf collection and snow removal their peak times are the same as ours so it will be very difficult to marry those types of things. There may be times when we can help them with manpower or they can help us but much of this will be on the use of equipment so we are not duplicating the cost and having equipment sitting and not being used. Another thing we are looking at is both municipalities will need leavers and we are looking to go into a joint bid to get a cheaper cost when buying in volume by one bid. **Cncl. Miller** gave the example of Glassboro entering into a Shared Services Agreement with Clayton for demolition equipment because it was cheaper to borrow equipment than it would be to go out to bid to purchase their own equipment or to hire a private company to do it. That is another example of what could be done here so we are not duplicating services or purchasing equipment that we could use from another municipality. **Cncl. Dilks** questioned what Clayton got in return. **Cncl. Miller** didn't know all the details of the agreement but noted he spoke to the Mayor of Clayton about this and that is essentially what he told him. **Cncl. Heffner** questioned if anyone would be in charge or keep track of what we are putting out and exactly what we will be getting in return. **Cncl. Dilks** noted at the Work Session Meeting the Director of Public Works, Bob Avis was told he would be doing that. **Solicitor Fiore** questioned if Franklin currently picks up leaves. Council members responded no they do not. Mr. Fiore went on to speak of how he tried to come up with a formula to calculate the equity in this but he did not have any of the criteria, such as the number of employees they have and the number of employees we have. **Cncl. Dilks** felt you need to look at manpower hours. **Mayor Teefy** noted Franklin will only be picking up leaves in their ten developments and they can knock that out in two to three weeks. The return is if we can knock out their ten developments in two weeks then their manpower comes here to help us with their new equipment so we will be more efficient picking up leaves in Monroe. In the past we were never on schedule so now we will be able to meet that schedule. **Cncl. Heffner** questioned what will happen if both municipalities are at their peak times and we go to help them but when it comes time for them to help us they don't send anyone because they are still doing their leaf collection. **Mayor Teefy** explained we will knock them out quicker because we are sending trucks over there. **Cncl. Heffner** questioned but what happens if they have something that takes priority in their town, they will do that before coming here. **Cncl. Miller** explained there will be a priority list and that will be worked out between the directors. **Mayor Teefy** referred to comments made by **Cncl. DiLucia** that there was no end to this agreement, that it was open ended, and noted it does have a term. **Cncl. DiLucia** explained when he said it was open ended he was not referring to the time of the agreement he was saying the agreement was open ended in regards to whatever they needed or wanted. **Mayor Teefy** added if this doesn't work out we can look at it the beginning of December and cancel it in 30 days. **Cncl. Heffner** noted it might be the union part of him coming out but he still did not understand how we can force our employees to work in another town and he questioned whether the union said this was okay. **Mr. Heydel** responded sure. **Cncl. McIlvaine** stated he didn't know how they could stop that. He gave the example of sending our employees to Pennsauken to rip down playground equipment at a school that was being demolished so the equipment could be utilized here. **Cncl. Heffner** felt hardcore union guys would argue over some of this. He added another issue is the everyday rules; will our employees working in Franklinville be coming back to the yard to take their breaks or lunches or will they take them there. He expressed his concerns that guys go to the WAWA, the Amish Market and then go back to the yard to take their fifteen minute break and that costs the township an hour. **Cncl. Miller** felt that is up to the Director of Public Works. **Cncl. DiLucia** felt the drafted agreement is undefined but he had no problem with that, as he felt the idea of shared services is good as long as both sides are saving dollars for the taxpayer. He added he thinks this will need to be monitored and a plan in place that will be shared, it can't be us doing everything because machinery is expensive and if we are putting extra wear and tear on our machinery at some point in time it will not be a good agreement. He added he is confident that if both sides have good intentions they can work it out so he would say yes, as it has time parameters and if it doesn't work out or if it needs some tweaking we can do that. He felt we should go into it because it is not forever like the Tax Assessor Agreement and it might help the taxpayers. **Cncl. Dilks** noted for years the residents of Franklin took their yard debris to the township yard on Coles Mill Road and he questioned whether that was still open. **Mr. Heydel** felt that was no longer open and **Cncl. Heffner** added that he has not seen it open in quite a while.

Cncl. Pres., Caligiuri noted there was a motion to approve on the floor by **Cncl. Miller**, a second by **Cncl. Heffner** and he requested a vote from Council. All members of Council in attendance voted aye to approve Resolution R:73-2015.

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C.) RESOLUTIONS SCHEDULED - PUBLIC PORTION (cont'd)

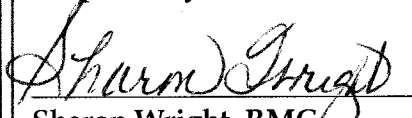
R:74-2015 Resolution Of The Township Council Of The Township Of Monroe Authorizing An Addendum To The Shared Services Agreement Between The Township Of Franklin And the Township Of Monroe, County Of Gloucester, State Of New Jersey To Include A full-Time Clerical Position To Work In The Township Of Franklin Tax Office

Cncl. Miller made a motion to approve Resolution R:74-2015. The motion was seconded by **Cncl. Dilks** and unanimously approved by all members of Council in attendance.

D.) ADJOURNMENT

With nothing further to discuss **Cncl. Miller** made a motion to adjourn the Regular Council Meeting of April 8, 2015. The motion was seconded by **Cncl. McIlvaine** and unanimously approved by all members of Council in attendance.

Respectfully submitted,


Sharon Wright, RMC
Deputy Clerk


Presiding Officer

These minutes were prepared from excerpts of the tape-recorded proceedings of the Special Council Meeting of April 8, 2015 and serve as only a synopsis of the proceedings. The official tape may be heard in the Office of the Township Clerk upon proper notification pursuant to the Open Public Records Law.

Approved as submitted *AW*
Approved as corrected _____

Date 4/27/15
Date _____