

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
FEBRUARY 9, 2015**

**A.) OPENING CEREMONIES & ROLL CALL**

The regular scheduled Work Session Meeting of the Monroe Township Council was called to order by **Council President Frank Caligiuri** at **7:12 PM** in the Conference Room on the first floor 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, Courier Post and the Sentinel of Gloucester County). A copy of that notice has been posted on the bulletin board at the Municipal Complex.

**SALUTE TO OUR FLAG** – **Cncl. Bryson** led the Assembly in the Salute to Our Flag.

**ROLL CALL OF PUBLIC OFFICIALS**

Cncl. Walter Bryson	Present	
Cncl. Marvin Dilks	Present	
Cncl. Rich DiLucia	Present	
Cncl. Bob Heffner		Excused
Cncl. Bart McIlvaine	Present	
Cncl. Cody Miller		Excused
Cncl. Pres., Frank Caligiuri	Present	
Mayor, Daniel Teefy	Present	
Business Admin., Kevin Heydel	Present	
Solicitor, Charles Fiore	Present	(Arrived 7:15PM)
Engineer, Chris Rehmann	Present	
Dir. of Public Safety, Jim Smart	Present	
Dir. of Code Enforcement, George Reitz	Present	(Arrived 7:55PM)
Dir. of Public Works, Bob Avis	Present	
Municipal Clerk, Susan McCormick	Present	

**B.) MATTERS FOR DISCUSSION**

- **O:15-2015** An Ordinance To Amend Section 175-135 Of The Zoning Ordinance Of The Township Of Monroe Regarding Signs

**Cncl. Pres., Caligiuri** explained this was an ordinance that was sanctioned by the Pinelands and it had to do with electronic signs that were located in the Pinelands. Originally, we did not pass this because we felt that the township would be under obligation to enforce it which would mean that we would have to take down all the electronic signs that are located within the Pinelands, when, in fact that is not the case. What is going to happen, as a result of this ordinance, is the electronic signs would have to be taken down in a transfer of property to adhere to the new ordinance. So, the Planning Board is recommending that we reconsider the ordinance as it is. **Ordinance Chairman, Cncl. Dilks** advised this

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**B.) MATTERS FOR DISCUSSION (cont'd)**

matter was placed on the work session agenda so that council members could hear from the Mayor on his meeting with the Pinelands to see what came about at that time before we place the matter on the agenda for first reading. **Cncl. Bryson** then referred to an email relative to a Pinelands meeting being held (*February 25<sup>th</sup>*) regarding the code of Franklin Township revising various provisions related to signs. He felt we may want to wait to see what transpires with the Franklin Township sign ordinance. **Cncl. Dilks** questioned if there was a time restraint on this ordinance. **Cncl. Pres., Caligiuri** questioned the Mayor on any time constraints having to do with this ordinance from the Pinelands. **Mayor Teefy** advised there was no time constraint as it relates to the ordinance but there is a time constraint of someone coming in and asking for an LED sign and we can't say no to in certain zones. This is where we are vulnerable. The Mayor advised he met with the Pinelands last week and what they said to us was that they wish they had seen this in the beginning, before it came to them as final. They would have recommended to us what is in the ordinance now, referring to the rural zones where they do not want LED signs. He explained they are not really asking anyone who has signs to take them down, right now they are fine with normal signs. He stressed the Pinelands does not want the LED signs in certain areas. **Cncl. Pres., Caligiuri** then noted, what we could do, is submit the ordinance for first reading tonight then discuss it further at the Ordinance Committee Meeting scheduled for Wednesday, March 4<sup>th</sup> then possibly have second reading on the ordinance at the first meeting in March (*March 9<sup>th</sup>*) **Mayor Teefy** then questioned what was hanging this up. **Cncl. Pres., Caligiuri** explained what **Cncl. Bryson** had mentioned previously regarding Franklin Township's code and the Pinelands having some issues and scheduling a public hearing on their ordinance.

**Cncl. Dilks** made a motion to move Ordinance O:15-2015 forward for first reading at the Regular Council Meeting with second reading being scheduled for March 9<sup>th</sup>. The motion was seconded by **Cncl. DiLucia** and unanimously approved by the all members of council in attendance.

**C.) PUBLIC PORTION**

**Cncl. McIlvaine** made a motion to open the Public Portion. The motion was seconded by **Cncl. Dilks** and unanimously approved by all members of Council in attendance. With no one wishing to speak **Cncl. Bryson** made a motion to close the Public Portion. The motion was seconded by **Cncl. Dilks** and unanimously approved by all members of Council in attendance.

**D.) NEW BUSINESS**

**Cncl. Bryson** then referred to an email sent from the JIF with respect to the Salem County Improvement Authority (*SCIA*) regarding their contracts involving Shared Services for trash and recycling disposal. **Business Administrator, Kevin Heydel** explained what the email was saying is that the county (*Salem*) is trying to pass off all risk to the municipalities and the JIF was advising those municipalities that they should not be signing anything of this nature. Salem County does not want any type of responsibility for any type of risk. He explained this was sent out as a blast email to the members of the TRICO JIF.

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**D.) NEW BUSINESS (cont'd)**

**Mayor Teefy** then advised council members of a meeting he had with Inspira Health Systems and advised they are looking at expanding their Urgent Care facilities throughout Gloucester County. Presently, there are three (3) centers in Gloucester County and one in the Vineland area. They are looking to be a bit more aggressive this year and are looking at constructing possibly four (4) sites with Monroe being a potential site. **Cncl. Bryson** spoke of an ideal site for an Urgent Care, that being the Rite Aid location at Corkery and the Black Horse Pike, he urged the mayor to present this to Inspira as a potential site. **Cncl. Pres., Caligiuri** questioned if they were a taxable entity. The mayor indicated they are a non-profit so there would be no taxable/ratable. Hopefully though this would act as a draw for other taxable entities as there are 38,000 citizens that need access to an Urgent Care facility. The mayor will keep council apprised of what transpires in his future meetings.

**E.) OLD BUSINESS**

**Cncl. Bryson** spoke with regard to certain intersections throughout the township that, in his opinion, were very dangerous intersections. The first intersection he spoke of was Corkery Lane & Black Horse Pike where a serious accident had just taken place. Also, the intersection of Corkery Lane & Clayton Road, he added this was very dangerous as it is criss-crossed with one stop sign and how it is difficult to judge when it is safe to move through the intersection. Another problem intersection was Tuckahoe Road (*Rt. 555*) & Rt. 322 due to the non-left hand turn lane.

**Director of Public Safety, Jim Smart** reported that the statistics with respect to the Corkery Lane & Black Horse Pike intersection indicated over the last three (3) years there have been seventeen (17) accidents with no fatalities. He noted seventeen over a three period comes out to around five (5) a year, as an average. Mr. Smart then spoke on the Tuckahoe Road (*Rt. 555*) & Rt. 322 noting it does back up there, and a left turn off of Tuckahoe Road would be the cat's meow. He then spoke on part of the problem at the Corkery Lane & Black Horse Pike intersection being when you make the left hand turn from the northbound side it just seems you are out in the lane for so long people don't judge the speed of the southbound cars. That has been the cause of the bulk of the accidents at that particular intersection, most have been southbound vehicles colliding with the car making a left. He added that has both a left turn lane and a left turn arrow so he was not sure what you end up doing there. It seems to be the way roads come out to one another on an angle, it leaves you hanging out there for a real long time. Mr. Smart then noted that some 80% of the accidents are always a southbound car colliding with a left turn coming in. **Cncl. Bryson** questioned just what it would take to get a four-way stop sign at Corkery & Clayton. Mr. Smart responded that he really wasn't sure, that intersection we would have sit and talk about. Right now, we have had only a handful of accidents over the last two (2) years, adding he goes through the intersection enough to know that at busy times it is very uncoordinated on how you get across. The right hand turn off of Corkery onto Clayton minimized that somewhat when they installed the turn there but at school time you have many buses coming down making a left onto Corkery, then Corkery backs up then everyone is jockeying for a position. Mr. Smart then noted that quite honestly we have never had a fatality there, we

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**E. OLD BUSINESS (cont'd)**

had a handful of collisions (*weather related*) not necessarily anything else over time. We did pull some statistics after the last council meeting and that is how I know, emphatically there were seventeen (17) crashes at the Corkery & Black Horse Pike location over the last three years. Mr. Smart then referred to the Corkery & Clayton intersection, noting that the original plan for this was that stretch between Corkery and Tuckahoe Road (*heading out*) was going to be shut down however they (*county*) installed the traffic light to help with traffic generated by the Veteran's cemetery and in order to install the light you needed a four way street, that is what put the plan to shut down that stretch to the wayside. Mr. Smart then noted if they had actually shut down that stretch it would have been a real cure to the situation.

**Mayor Teefy** then noted if he had to strictly prioritize the intersections #1 would be Fries Mill Road & Rt. 322 (*Glassboro Road*). The second intersection would be Corkery Lane & Black Horse Pike (*Rt. 322*). The mayor noted the redevelopment zone in this area and ways in which we could possibly alleviate traffic in certain areas. At this time there was much discussion on possible solutions to the problems at the intersections previously discussed.

**F.) COMMITTEE REPORTS**

**Cncl. Pres., Caligiuri** advised the Redevelopment Committee did a kick off meeting to talk about the Acme Shopping Center and Williamstown Square and actually spoke about all three designated redevelopment zones. Also, in attendance was our Planner and also the owner of Williamstown Square, Stuart Wainberg. Mr. Wainberg had some ideas on having a mixed use but Cncl. Pres., Caligiuri noted he personally has always been adamant that we have a limited amount of commercial space available in this town and he would hate to give any more of it up for residential use. He added that Mr. Wainberg presented a pretty interesting case about the fact that a lot of big box retailers are struggling with brick and mortar locations only because there is much shopping being done over the internet. Cncl. Pres., Caligiuri advised that he countered with that saying you can't buy a steak dinner on the internet, there is a need for restaurants and a need for other things that you just can't shop for on the internet. At the end of the meeting Cncl. Pres., just simply requested that Mr. Wainberg come up with a plan and let's see what he has in mind. Right now there is just conversation but his feeling was to preserve as much of the commercial property that we have left to the greatest extent possible. When Guzzo came in about that mixed use behind Sam's Club, he was pretty adamant about the fact that he would never be able to rent any of that commercial area that he absolutely had to have a mixed use. He wasn't even going to build it unless he had houses there. After that went up the first thing that went up for rent was the commercial space. He then noted he would like to take a look at what Stuart puts on paper and see what is there for negotiations.

**Mayor Teefy** reported on the Main Street Committee that he put together. To date, there have been two (2) meetings both well attended among those in attendance at the first meeting was the Chief of Police and Police Captains and they went over their plan of how

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**F.) COMMITTEE REPORTS (cont'd)**

they are going to show more police presence along Main Street at certain times/certain areas. The mayor spoke on the second meeting where in attendance was Randi Woemer, Economic Development Director for the City of Woodbury. Ms. Woemer went over a lot of different ideas that could be used, one in particular had to do with directional signs being placed on Main Street (*heart of Williamstown*) and her feeling was you are not going to sell Monroe you have to brand it *Williamstown*. If you are looking to revitalize your Main Street it has to be *Williamstown* because people outside of town don't know Monroe but they know *Williamstown*. The mayor then introduced Ernie Carbone, Chairman of the Main Street Committee. He then noted that Ms. Woemer advised to put together a list of assets, then there should be review of the landlords which we do have and we are starting to move on that. She also spoke on just how to market the project. There are a few different sub-committees being formed and the next meeting is scheduled to take place at the Grand Theatre on February 17<sup>th</sup>.

**Cncl. Bryson** then questioned who was currently in charge of our Economic Development Committee. Mayor Teefy indicated that is Tony Langella. **Cncl. Bryson** noted that Tony promised the Historical Society large banners which were going to say "*Historic Williamstown*." Mayor Teefy then advised they are coming, they should be in this year. **Cncl. Bryson** noted the first event to take place along Main Street would be the British Car Show which is scheduled for May 9<sup>th</sup> and the Historical Society would like to see these banners at that time, if possible. The mayor noted one thing they were looking at was to have banners where you can change them for things such as different seasons, and these types would last longer.

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED - None**

**H.) QUESTIONS REGARDING ORDINANCE SCHEULED**

**Mayor Teefy** posed a question with regard to Ordinance O:10-2015 scheduled on the Regular Council Meeting agenda for 1<sup>st</sup> reading, specifically the Human Resource Officer position. He indicated that his request was for a range of \$42,000.00 to \$75,000.00 but the top figure in the ordinance reads \$73,600.00. He requested that council reconsider the top figure to \$75,000.00. He also advised this position would no longer be in the Administrative Employees Association and at that point the agreement I made was that there was to be no retro pay back to January 1<sup>st</sup>, it would \$75,000.00 now with no increase this year. **Cncl. Rich DiLucia** noted the \$73,600.00 figure explaining however that was not counting an increase in 2015 and how it would be retro back to January 1<sup>st</sup> because that is how the ordinance reads, so if you calculate 2% onto that figure it comes out to the \$75,000.00 figure. He was assuming there would be a 2% increase for 2015 because they are in contract negotiations right now, as all the contracts expired on January 1<sup>st</sup>. Mayor Teefy noted this position is not in any union. **Cncl. DiLucia** questioned then are we saying we are going to

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going to freeze it? The mayor responded, pretty much. **Cncl. DiLucia** then explained where the calculation came from, if you took the HR rate last time it was raised and you factor in the general increases if the rate had been raised that rate would be \$73,600.00. Then this year it is retroactive to January 1, which means you can always put whatever the general increase is into that rate which would be about \$75,000.00. **Mayor Teefy** then noted with this, it is not retro back to January 1<sup>st</sup>. **Cncl. DiLucia** noted the ordinance does not read that way, the ordinance reads retroactive back to January 1<sup>st</sup>. **Business Administrator, Kevin Heydel** advised but even if it did, it would be up to you (*mayor*) when you want to give it. **Cncl. DiLucia** felt it was six of one and half dozen of another, if you are saying now that if we put the rate at \$75,000.00 you are going to freeze the rate for the year 2015 then it would be the same thing. The mayor indicated it would be less by a little amount (*dollars*). **Cncl. DiLucia** noted he was opposed to the \$75,000.00 figure but was in favor of the \$73,600.00, at the ordinance committee meeting we gave the rationale for it. **Cncl. Bryson** noted what was discussed and agreed upon at the ordinance committee meeting. He added we got into a situation once before and we had to put out additional monies because there are contracts which stand in this town right now that say whatever the highest rate is we have to give that rate to a person having that contract. He felt we should stay with what we got, that is the \$73,600.00 figure.

**Cncl. Dilks** noted if we stay the way we are right now with the ordinance we will be alright. In 2015 you give the raise to the employee and it will get to where you (*mayor*) want the range to be and leaving in the retro. The mayor explained it was a promotion to a position, when you get promoted into a position do you get the retro pay back to the beginning of the year. The solicitor noted it would be the date of the promotion but the effective date of the salary range is January 1<sup>st</sup>. **Cncl. Dilks** then noted when we pass an ordinance regarding a salary range usually people would go back to January 1<sup>st</sup> for that year. Mr. Fiore noted if they (*employee*) were in that position on January 1<sup>st</sup>. **Business Administrator, Kevin Heydel** advised the promotion took place on January 20<sup>th</sup>, this is when the employee went to the maximum of that title which currently is \$69,300.00. Generally what would happen is when an ordinance is passed if the mayor so chooses he can bring the employee up to the maximum effective 20 days after or he can back date back to January 20<sup>th</sup> the date of the promotion, if he so chooses. **Cncl. Pres. Caligiuri** inquired if there was some research done on what HR people are getting paid in other townships and questioned if they were getting paid substantially more. **Mayor Teefy** advised that looking at the average throughout the comparisons the rate was around \$80,000.00 to \$93,000.00-\$95,000.00 range, depending on the size of town. **Cncl. Pres., Caligiuri** noted he felt the \$75,000.00 figure was quite conservative when looking at the averages. **Mr. Heydel** went on to explain that the surveys/comparisons are often misleading, in that many times, especially in the public sector salaries are determined on the number of years of service. That is really where your salary is determined it is not like in the private sector where for example, you work as an accountant for XYZ company then you realize you have a better opportunity at ABC company where they will give you a raise. In the private sector by moving from company to company is how you receive raises and make those big jumps in salary. Even in the private sector if you stay

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with one company you will not achieve those higher salary rates, just like in the public sector you are not achieving those higher rates with longevity, it doesn't happen.

**Cncl. DiLucia** then noted an email he received from the mayor that said there hadn't been a raise to that rate (*HR Officer*) in eight (8) years. He noted that was incorrect, it has been three (3) years since that rate/range has been raised. He then noted what we tried to do at the ordinance meeting was to try and factor in those three (3) years that title did not receive an increase. Knowing what those increases were over the last three years we added those increases which brought the figure to \$73,600.00. The assumption was that if, in fact, you (*mayor*) were to raise that rate in the year 2015 consistent with what everyone receives it would be around \$75,000.00, perhaps a little more, perhaps a little less. **Cncl. DiLucia** then noted if we are talking about a job re-evaluation then you are opening up a real can of worms because everybody who works for this township will want a job re-evaluation. Because if what we are saying is that we are paying based on what other towns are paying and that is the criteria for this, then you are in collective bargaining right now and that will choke you. Because if you have to go out and do an area survey to what comparable jobs are, you don't know what you are going to find out there. He felt our system is based on whatever, a combination of longevity, a combination of some fair compensation for the job performed and he felt that is what we should live with. Now, if we want to go in another direction and we want to rate jobs based on what the universe is paying I know and Kevin knows what a can of worms you are opening up, then so be it. **Cncl. DiLucia** then strongly advised against it, he felt that in this particular case this person will receive a \$20,000.00 raise, he felt that was a pretty nice raise. He noted that he was not asking to see the job description adding that a Human Resource person (*and he knows what they are supposed to do*) if this person is going to do the real job of a pure human resource person, we don't need Labor Counsel, we could cut that down to almost nothing. When you are in contract negotiations that Labor Counsel and the Business Agent would do primarily that negotiation because it is an economic negotiation as opposed to a contract language negotiation. You don't need an attorney to do economics, you need an attorney to do contract language. He then noted that he didn't ask for the job description, I didn't inquire on what this person is doing, I assume they will be doing what is expected of them and that rate is already established. Now, if you want to do a re-establishment of rates you are talking about a much bigger proposition.

**Cncl. Bryson** then noted he would stay with what was done at the ordinance meeting as that was reasonably done and it left some room. He questioned, through the chair, to **Cncl. DiLucia** if you are going to have a pure HR person is there any licensing or certifications required. **Cncl. Bryson** responded that he was assuming the person was qualified to do the full range of what is expected of them. We put a rate on that job, that is what the rate is and he was not going to micromanage and say what is being done on a daily basis as that is not what my job is. My job is to look at the ordinance, what the rate is and where to properly place it within the structure that we live in now, and that is what I tried to do.

**Cncl. McIlvaine** then noted the mayor was not at the ordinance meeting and I was not aware that he was looking for \$75,000.00. He (*mayor*) was not there to state his terms

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and what he was looking for and I was under the impression that this (*ordinance*) is what he was looking to get. **Cncl. McIlvaine** continued and posed a few questions to Mr. Heydel, one being was how much our former HR person was making, prior to them leaving. Mr. Heydel advised he left making \$69,300.00 in 2011. **Cncl. McIlvaine** then asked how much his assistant was making at that time. Mr. Heydel responded, at the time, the employee was making \$43,000.00. **Cncl. McIlvaine** noted at that time we were at approximately \$110,000.00 total with two people and now we have one, correct? Mr. Heydel noted that was correct. **Cncl. McIlvaine** then added the person we are talking of is doing all this work by themselves, with no assistant but there was an assistant when the prior person was making approximately \$70,000.00.

**Cncl. Pres., Caligiuri** then made a suggestion and noted perhaps the appropriate thing to do in-as-much as there is some mixed feelings here and the full body of council is not present at this point in time probably the best course of action would be to submit this ordinance for first reading, then place it on the agenda for discussion at the next ordinance committee meeting. **Mayor Teefy** then advised that he was fine as there are checks and balances and he understood that and he was fine with any way the council wanted to go.

**Cncl. McIlvaine** then noted we did all agree that this was going to be OK, but I was unaware of what you (*mayor*) were truly looking for. **Cncl. DiLucia** then noted the first request that came in was for some \$80,000.00 that was what the email said. Then what happened, as he recalled, Kevin said that the mayor revised that to \$75,000.00. I was under the assumption that the \$75,000.00 was for the year 2015 and if you take the \$73,600.00 figure and then you factor in an increase in the year 2015 (*which everyone will probably get*) and it will be retroactive to January 1<sup>st</sup> then that person will get around \$75,000.00. In the direction we were going that is what the numbers calculate to be.

**Cncl. McIlvaine** advised the he just wanted to be fair, one to the mayor as he deserves to have a say in what is going on here as these folks are working for him. Also, that we are being fair to the employee. As he previously noted we were at \$110,000.00 before when there were two employees, now we only have one person and we are looking at \$75,000.00 and I still see quite a savings. He then noted that as far as he was concerned that this was quite a fantastic employee that he would hate to see us loose.

**Cncl. Pres., Caligiuri** then noted this is a reason why, in part, we need to get this first reading done and if we need to take a look at it again when the full council is in attendance we can at the ordinance meeting, this is scheduled for March 4<sup>th</sup>.

It was the consensus of council members in attendance to move forward with first reading on Ordinance O:10-2015 at the Regular Council Meeting and schedule the matter for discussion at the Wednesday, March 4<sup>th</sup> Ordinance Committee Meeting with the 2<sup>nd</sup> reading of the ordinance being scheduled for the Monday, March 9<sup>th</sup> meeting.

