

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 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 J. Caligiuri** at approximately **7:03 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. Heffner 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	Present
Cncl. Bart McIlvaine	Present
Cncl. Cody Miller	Present
Cncl. Pres., Frank Caligiuri	Present
Mayor, Daniel Teefy	Present
Business Admin., Kevin Heydel	Present
Solicitor, Charles Fiore	Present
Engineer, Kathryn Cornforth, ARH	Present
Dir. of Public Safety, Jim Smart	Present
Dir. of Code Enforcement, George Reitz	Present
Deputy Mayor, Andy Potopchuk	Present
Municipal Clerk, Susan McCormick	Present

**B.) MATTERS FOR DISCUSSION**

• **Open Space Advisory Committee**

**Len Fritz, Chairman** was in attendance to discuss the committee's recommendations for 2016. He distributed a handout/report to council and mayor and went on to explain/highlight some of the parcels included in the report. Mr. Fritz then spoke of some of the priorities noting they are repeating all of the recommendations from last year with the exception of the former Wagner Field, located on the Black Horse Pike. With that location being up in the air we decided to omit this from the list and actually prioritize something else, that being priority consideration to purchasing and preserving several parcels listed on the report that are currently close or adjacent to Owens Park (*a list of those parcels was included with the report submitted to council*). Mr. Fritz then spoke on a development, which

MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015

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

fronts on Tuckahoe Road and is located right next to the high school entrance and all of this backs up to the lots that compromise what is known as Owens Field. He then referenced maps included with the handout. Morgan Development is an approved sub-division but he was not sure how far along they are in the process or when they will begin building the homes. In the hope of attaining these parcels I have been in contact with DVRPC as well as some other agencies. Last year we may have added a couple lots that some may think do not make sense but to us they kind of do as no one else is going to use them, ACE uses two of those lots as access and there are high tension wires running through there. If we cannot do the lots that expand the fields, we know there is a major parking and access issue for the fields, and these could be used for that purpose as well. We know that ACE has in the past worked with municipalities to either add parking there and/or access as long as their grades are not changed. In addition there are also lots listed in conjunction with Mary Mazza Duffy field and the potential connection to the Owens Field expansion which we would like considered, noting a particular parcel (*Block 12401, Lot 2*) located on Corkery Lane that could actually become an easement to tie into the Fera Tract, etc. Mr. Fritz felt perhaps council could look through the report, research it and then get back to him and he could field any questions they may have.

**Cncl. Heffner** questioned the contact for ACE because we (*Parks & Rec*) approached them before on the right of way for parking and they flat out told us no and we are making no headway at all. Mr. Fritz will try to reach out to his contact and get back to Cncl. Heffner.

**Cncl. Pres., Caligiuri** noted he only attended one meeting this year for the Open Space Advisory Committee adding he really missed being the liaison as we really had some productive times. He then spoke with regard to the property on the Black Horse Pike (*Wagner Field*) noting we had some preliminary discussions for some utilization of this property, questioning if any other discussion has ensued on this. Mr. Fritz noted, we had, in the past talked about it briefly but it was only rehashing some of the previous issues (*location, size of it, etc.*) along with the concerns posed with regard to the high tension wires and he wasn't sure if any new ideas had come up. Cncl. Pres., Caligiuri noted they were tinkering with the idea of recommending the usage as a Saturday morning flea market. There was a brief discussion of possible usages. **Cncl. Bryson** questioned if that acreage was purchased through a Green Acres grant and are there any restrictions in place. The solicitor advised that it was purchased through Green Acres and is supposed to be for passive recreation. **Cncl. Pres., Caligiuri** questioned Mr. Fritz on who the liaison was to the committee. Mr. Fritz replied, Cncl. DiLucia. Cncl. Pres., Caligiuri questioned how many meetings did he attend this year? Mr. Fritz replied, I believe two (2). **Cncl. DiLucia** noted there were conflicting meeting times. Mr. Fritz noted we were not told of any conflicting times. **Cncl. DiLucia** advised that your secretary has them on the things (*attendance records*) that are sent to council. So you have those, if you read them Frank, but I am glad you are interested in me. **Cncl. Bryson** questioned if there were any other properties that might be added next year. Mr. Fritz then spoke on the long range plans and how they intend to revisit Wagner Field, unless council tells us no we will totally disband that and put it up for sale. He spoke of the county installing bike lanes on their roads, which are helping to connect our bike path throughout the township and how the committee is looking into ways to cross the Black Horse

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

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

Pike, as that is the obstacle in connecting to the other side of town. The committee has discussed various ways to cross the pike and the most likely thing would be a tunnel, which is what Clearview High School did on Breakneck Road to get to their athletic fields across from the school. They considered a bridge, a bike lane, a traffic light and for years they went back and forth and then finally got approval for a tunnel. Mr. Fritz suggested if given the opportunity Council visit the area to see the tunnel, as it is very nice. He felt the issue for us is that land would be needed to construct a tunnel. With no further questions from Council Cncl. Pres., Caligiuri thanked Mr. Fritz for all the hard work the commission does during the year.

**C.) PUBLIC PORTION**

**Cncl. Bryson** made a motion to open the Public Portion. The motion was seconded by **Cncl. Miller** and unanimously approved by all members of council in attendance. With no one wishing to address council members **Cncl. Miller** 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** noted on Saturday Ernie Carbone and the Main Street Committee held an event in front of the Ireland House and from that Katherine Falcone visited the Ireland House and explained she has a business in Monroe Township and is trying to start a Chamber of Commerce here. **Cncl. Bryson** noted every township with a significant number of people and businesses has a Chamber of Commerce and even though Monroe Township has two Rotaries a Chamber is important because members of nationally recognized Chambers get things for their townships. **Cncl. Bryson** advised Ms. Falcone that he would bring this issue up at a Council Meeting and ask Council and the Mayor if there was a small office in the municipal building for her to work from because right now she has to work out of her business. **Cncl. Miller** questioned Mr. Carbone in regards to how many businesses have signed up so far. **Mr. Carbone** advised there are about eight that have signed up and paid dues and about ten more pending. **Cncl. Miller** added and they are working on the 501C3 from the IRS. **Mayor Teefy** indicated he would see if there are any spots in this building, the Ireland Hofer House or in the old Library/Reading Room. **Cncl. Bryson** felt that if it were in the municipal building there could be a phone extension for the Chamber of Commerce. **Cncl. Miller** questioned whether legally that would require something to be adopted by Council regarding a public/private partnership where they would utilize our building and he questioned whether they would be charged for that. **Solicitor Fiore** advised there should be something in writing saying what the agreement is but they would be a totally independent organization because of the 501C3 status.

**Mayor Teefy** referred to a correspondence he received from the Gloucester County Department of Economic Development asking for a member of Council to attend their meetings. **Cncl. Miller** reported that he was appointed by the EDC to attend those meetings and he questioned whether Council would have to approve that appointment. **Mayor Teefy** replied Council loves volunteers so no not as long as you volunteered to do it.

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

**E.) OLD BUSINESS**

**Solicitor Fiore** reported the Affordable Housing deadline of December 8<sup>th</sup> passed and he filed a motion to extend the timeframe. The courts extended it for 90 days pending completion of all the final reports throughout the State. He felt there will probably be another extension because there are two conflicting reports floating out there; one from the Builder's League and the other from a municipality and at some point in time the judges are going to have a hearing to decide which one is the accurate number. Our number from our expert is zero but the Fair Share Housing number for us is still 926 so the judge will have to decide what our affordable housing obligation is going to be. **Cncl. Bryson** questioned what the builders are asking for. Mr. Fiore replied they are asking for the 926 from the Fair Share Housing report because they want to be able to build more. He explained normally what happens on a piece of property where 200 homes could be built builders will file a builder's remedy law suit saying they want to build 800 homes on that property because the township has not met their obligation and ultimately they might get 300 or 400.

**Mayor Teefy** reported he received the report regarding the mold in the old Library and what it will take to tear down that building. **Cncl. Pres., Caligiuri** questioned whether there was a cost estimate for that. **Engineer, Kathryn Cornforth** replied the environmental group that went through the building provided the report on Friday. The building has a minimal amount of asbestos but there is a lot of mold in the building. From an asbestos standpoint it wasn't as bad as it could have been and that is something that will be quantified in the bid specifications to make sure that per OSHA Standards we get qualified people to actually handle and dispose of all of the material properly. The cost estimate has not been put together yet as we are still working on the preliminary bid specifications but that will be part of the package we give to the administration.

**Mayor Teefy** noted he was asked by James W. Riley of Glasgow Road to read to Council his letter concerning the MMUA that he sent to Jerry Moore.

Dear Jerry,

I'm writing this letter in an effort to understand what has happened to our water and sewer rates recently. I can certainly understand a reasonable increase but not a major percentage that has happened to me. I have also heard some horror stories about even larger increases to other residents. I list here my bill amounts from January 2015 until present. January to June was \$54.87, July was \$79.32. I may have done some extra watering but not that much. 44% increase and I do not have a pool. August was \$62.73 (maybe), September \$74.08 don't think so. A 35% increase. October \$91.72 ?? very little extra watering, 67% increase. November \$91.72 no extra water. 67% increase. September was \$66.92, I guess this is my new rate (maybe). A 21% increase over June. A 21% increase is a lot for me. I have been paying my bills every month so that my water would not be turned off but it seems to me something is wrong with whoever is in charge of the billing system. It seems someone says just charge whatever we want and someone has dropped the ball somehow. I like others in the township are retired and on a fixed income so if there is a reasonable explanation for all of this I would truly like to hear it.

Yours, Truly,

James W. Riley

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

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

After reading the letter Mayor Teefy gave it to the Clerk to copy for Council.

**F.) COMMITTEE REPORTS**

**Cncl. DiLucia** reported the Law Committee met with the BA, Kevin Heydel, the Labor Attorney and the Insurance Broker, Jim DeMarco. The summation of the meeting was that the committee directed Kevin to price other prescription plans because if we take the insurance plan it doesn't mean we have to take the prescription plan and that seems to be the big change between the plans. **Mr. Heydel** advised he is waiting for the broker to get back to him on that.

**Cncl. Pres., Caligiuri** noted he sent an email to Stewart Wainburg to get an update on Williamstown Square so that a meeting of the Redevelopment Committee can be organized. As soon as he receives an answer a meeting will be scheduled.

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED**

**Cncl. Bryson** referred to R:188-2015 and questioned how many times did we sit down with the MUA to talk to them about what it is we are after. Basically this resolution is a seventeen page bid proposal for an engineering and auditing firm and that can get quite expensive for the taxpayers when we have not exhausted all of our capabilities to try to work things out with a sister part of the township, which is the MUA. He noted he would like to know tonight what you are after, what kind of questions you have for the MUA and what is it you want answered other than the rate situations and he questioned whether anyone sat down with the MUA to talk about each specific issue. He added he is looking at this from the taxpayers prospective and if we can't iron things out between the government entities then he could see us going through the expense of hiring engineering and accounting firms. He also questioned whether funds were budgeted for this and how much money would be spent on this, \$50,000, \$60,000 or \$100,000.00, as that will hurt the senior citizens who are getting a zero increase this year. He felt the two entities should sit down to try to work things out before we take this step.

**Mayor Teefy** noted a meeting was held with the MUA and they were given well over fifty questions, which they responded to a good number of but some answers were very evasive. We were trying to see how the meters were tested, were meters replaced because they were bad and what is causing this issue. We were told meters were not tested, there are no test results and that the meters are just switched out. For the question regarding their surplus we were told they had to make a July 1, 2015 debt service payment with their \$5,000,000.00 in surplus but where their 2015/2016 budget asks if surplus is being used to offset their budget for any debt service their answer was no. So they are saying they used \$1.5 million and then in the document they put together their answer was no. Because of so many of those types of answers we felt it was good to move forward with this request for qualification like other towns had done to see if someone who does this for a living can find

MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED (cont'd)**

some deficiencies here as we are not water and sewer experts. If the cost is \$50,000.00 we won't do it. **Cncl. Bryson** questioned if the Mayor had a threshold of what he would spend because he saw nothing budgeted for this. The Mayor questioned Mr. Heydel on what Evesham paid for this service. Mr. Heydel advised they did not give him a figure on that. They had their own financial advising firm so it was probably by an hourly rate but they didn't say what that cost was. **Cncl. Bryson** noted he doesn't want taxes to go up for something that we could settle in five or ten meetings. He requested a copy of the MUA questions and answers to review.

**Cncl. DiLucia** noted he does not profess to know a lot about the MUA but he does know this is the first water rate increase in seven years and he wished the township could say the same because we have certainly raised taxes every year. **Cncl. DiLucia** went on to say that Council, with the exception of the new council members, appointed all the members of the MUA Board and as a councilman for the last seven years he had confidence in those people when he voted to appoint them and he still has confidence in them. He referred to the letter the Mayor read and noted he thought the minimum rate is \$59.00 for water and sewer and most of the rates listed in the letter were around \$60.00 but a couple did spike. He added when you turn on sprinklers the water bill can spike up to \$75.00 a month and people don't realize that. The MUA has checked thousands of meters. One way to check them is by turning the system down and looking at the meter to see if it's running. If it is, there is a leak somewhere in the system, if the meter is not running its not reading anything then they run the sprinklers and have an independent thing they put against the reading in their system and those readings have been coming up exactly the same. **Cncl. DiLucia** noted he doesn't know how many people complained about a drastic spike in their water bills but it is his understanding from talking to people responsible for running the MUA that they have visited those people to discuss their problems. He added right now he understands not many people are complaining. He spoke of seeing water charts from times when there was little rain and there were spikes because people were using their sprinkler systems. He noted he does not have a problem with an audit but he said from the beginning when this came up three months ago that we should do everything in our power to try to have an internal discussion to try to resolve it by finding out if there is a problem. Some of the questions that were asked were a fishing expedition such as who gets insurance when every councilman here knows the MUA Board gets insurance so why do we have to ask that question. Is it to announce it to the public to humiliate people or is it to get to the bottom of something that people have a legitimate concern about. He added he agrees it's not right and is a legitimate concern if people are being charged for water they never consumed and that should be addressed but recently an OPRA request was made asking how many people get insurance and what does that question have to do with anything. He added he feels like **Cncl. Bryson** does; if we are going to spend taxpayers money let's spend it after we know the answers to the questions that this entire Council should know. We should see if we can get those answers from their attorney or the chairman of the board. Then and only then if this Council is not satisfied or thinks they are avoiding pertinent questions, then fine let's spend the money for

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED (cont'd)**

an audit but at this time he indicated he could not vote to expend money. Some of those fifty questions didn't even have anything to do with running the MUA and could be asked of any corporation, it is part of doing business. Some dealt with people's wages, how long they worked there and how many relatives worked there. He noted what kind of questions were they, were they met to get to the bottom of the problem or were they put out there for political purposes and he will not be party to that. Cncl. DiLucia noted his position is to negotiate, draft realistic questions that are pertinent to running that organization, get the answers and let Council review those answers to see if it is worthy of an audit or not.

**Cncl. Bryson** questioned who from Council is responsible to get answers or is there a committee looking into this. **Mayor Teefy** advised the Administration Committee has met with them to discuss this matter. Cncl. DiLucia noted what you are going to pay for an audit is an important issue because it may not be needed at this point. He went on to say if somebody would tell him what the questions are and how they will affect Council's ability to interface with the MUA he would like to hear it, but some of the questions that he read, and he didn't read all of them but agreed with a person that told him and highlighted the questions that they had no basis for resolving anything. One councilman here questioned who got insurance when they know who gets it. Was that question asked to put it on the record? Then that councilman made comments to people from the MUA that it was nice to see them in attendance at a council meeting. Cncl. DiLucia noted we should not be spending money because of a personal vendetta, if someone has a personal vendetta they should go and resolve it themselves not with taxpayers money. He added he was not mentioning names but will if he has to.

**Cncl. Heffner** commented that during the meetings their answers were very vague, almost allusive. Many of the questions were given to us by the residents so some may seem weird but because the residents had concerns we forwarded those questions to the MUA. Cncl. Heffner noted his big concern with this was the MUA never brought up how they checked for water leaks. When that issue was brought up their answer was you go out there if the meter is spinning the resident is using water, if it's not spinning it's not being used. The only time meters are tested is if the resident pays for the test and to know the results the resident has to watch them test it at the shop. Many people don't want to be bothered and choose not to do that so there is no paper trail of results from the testing. Cncl. Heffner explained when a public utility tests a meter it must go to a third party and a report is generated for that testing and the homeowner gets a copy of that report and with the MUA you don't. **Cncl. Miller** stated that's because they are not under the PUC. Cncl. Heffner felt that it was funny that they test their own equipment because it's like a doctor diagnosing his own problem, it doesn't make sense and that was one of the issues. The other issue was in regards to the efficiencies they said they were operating at a \$400,000.00 deficient and they were questioned on what was done to cover that. The answer was nothing. No benefits were cut, they didn't stop giving raises and some were a little hefty. They didn't take away any perks whatsoever. Their answer was to raise the rates. Another issue is there is a

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED (cont'd)**

difference of 500 gallons in billing for the base rate. This MUA is the only one that does it that way so there were some legitimate questions but the answers were that is just the way we do it. Cncl. Heffner questioned did they try to be more efficient or what kind of expert did they have come in to try to make them operate more efficiently. Most towns do not have the amount of personnel that our current MUA has to run a town with even more customers than we have. He noted he does not like to spend money either but when the answers were, this is the way we do it or we did nothing to cut costs. Now, we have come to a dead end after three meetings and correspondences going back and forth. No matter what we say they say that's just the way it is. Cncl. DiLucia suggested putting together pertinent questions and when those answers are received they should be shared with Council. Once those answers are reviewed Council may feel you are right they are avoiding the issues so go spend the money and he would agree with that. He felt the questions should be put in print, whether it is done through the attorneys or the MUA. Cncl. Heffner noted they will not talk to us without an attorney. Cncl. Bryson noted meetings have been held without calling all of Council and this is part of his concern, as he is part of Council too. **Cncl. Miller** noted Council made the decision that the Administration Committee would handle this and now it is our job to report back to the rest of Council. Cncl. DiLucia noted but your report is that you want to bring in an auditor and a managerial firm when we have never been told until tonight what any of the responses were that were not acceptable. So we are being asked to approve an expenditure of money that we don't know what the amount will be. Cncl. DiLucia noted if the township had the same problems somebody could do an audit on us to see if we had too many workers or gave too many raises with high increases. Cncl. Heffner questioned whether Council would feel better if they all received copies of the questions and answers before this is moved forward. **Solicitor Fiore** clarified that no money was being expended tonight this resolution was just authorizing an RFP to be put out; the money for it will have to be put in next year's budget. Cncl. DiLucia felt there was no rush to get this resolution through. He added he said before in his opinion that the first resolution looked like a criminal indictment to him and he said that publicly. Once you memorialize this resolution if you don't do it people will say it's being swept under the rug so what he suggested was putting down questions you want the answers to and he didn't care in what form that was done (*across the table or OPRA request*), we just need to get the answers back and discuss them. If they are unacceptable or evasive and there is reason to go forward then the resolution should be put forward again and we have no choice. He added he would like to do it without spending money. Cncl. Heffner noted for right now he wanted to make sure that everyone on Council gets a copy of the questions and answers. Cncl. DiLucia noted the problem he has had from the beginning of this year is that everything comes at the last minute. Some members of Council may know about an issue but as a member of Council he doesn't and too many times he has sat here reading documents that should not be read in a short period of time or he gets emails right before the meeting. What he is suggesting is that we back up a moment and have time to digest this and do it right so when we vote we vote the right way. But what is being said is let's go with this and he questioned what the big rush is to get this resolution passed because nothing will change by next month. Cncl. Miller noted the residents don't



MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015

G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED (cont'd)

think we are moving fast enough on it. Cncl. DiLucia responded that some residents don't think Council moves on things either but we do what is right regardless of what the residents think as individuals. He added in his development of 1,000 senior citizens, who are the most vocal, he heard not one complaint about the water.

Cncl. Bryson referred to R:193-2015 and questioned if anyone could tell him what is being built on Nina Court. **Engineer Kathryn Cornforth** explained Nina Court is an expansion of residential units at Barclay Glen, which is located behind Sam's Club. Cncl. Bryson also questioned the Developer's Agreement for Barclay Glen North. **Mayor Teefy** advised that also deals with Nina Court. Cncl. Bryson referred to R:197-2015 dealing with affordable housing in Barclay Glen and questioned Mr. Fiore on what number was finally established for their COAH. **Solicitor Fiore** advised thirty-one based upon the meeting that took place with the developer, the Mayor, the engineer and Tim Kernan. He explained under their original approval they were going to put in the COAH amount that was required by law at the time they pulled their first CO. As everyone is aware the old methodology known as "Growth Share" would have yielded forty-two units. The developer put twenty in and were only willing to put twenty in as a negotiated number but we came up with a number of thirty-one. We recommend Council approve that agreement for thirty-one based upon the fact that there is no methodology in place right now due to the fight over how many affordable units a municipality will be required to build as well as what the methodology will be and we felt that was a reasonable resolution of the issue. **Cncl. Heffner** noted the developer reduced it to twenty but that wasn't in the original agreement that went before the Planning Board that they would have forty-one units. Mr. Fiore explained at that time the language in the resolution calculated it at what the prevailing law was at the time they pulled the CO. That was considered growth sharing and that would have been forty-one or forty-two units but the court struck down the growth share as being improper/illegal and at that point in time the developer took the position that they had a zero obligation to do anything. Then they agreed to build twenty and after a sit down meeting agreed to thirty-one. Pizzo is now buying the Guzzo property and combining the project. Previously when it was two separate entities the Guzzo property was going to have seventy-two units with no affordable units and now it will have thirty-one between the two. Cncl. Heffner noted we originally had forty-one for two hundred units and now we are at two hundred and seventy-two units and thirty-one affordable apartments. Mr. Fiore explained the seventy-two units had no obligation this just gives them the ability to intermingle between both buildings.

**Cncl. Pres., Caligiuri** questioned whether Mr. Fiore would recommend pulling R:187-2015 (*RFQ -Architect Cecil Fire Company*) from the agenda. Mr. Fiore replied yes, when he prepared the RFQ for the architect for Williamstown Fire Company he also prepared one for Cecil not realizing that there was discussion regarding acquiring new property to build a fire house so it would be a waste of time going out for RFQs for Cecil at this point in time.

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED (cont'd)**

**Cncl. DiLucia** requested that action on Resolution R:192-2015 (*Superior Officer's Contract*) be postponed until the next meeting because he would like to review a copy of the previous contract to compare these changes to it. Right now he does not know what the changes represent and he didn't know how he could approve it without knowing what is being changed. **Business Administrator, Kevin Heydel** indicated he sent this out on Tuesday so people could have called him with questions and he had stated at the last ordinance meeting that he would be bringing this up in order to get it into the payroll for this year. If he waits until December 28<sup>th</sup> he will have to run an extra payroll or run a payroll late in order to get those changes in by the end of the year. Mr. Heydel explained the way these contracts are structured the captains make 5% more than the lieutenants and the deputy chief makes 2½% more than the captains and the chief makes 2½% more as a base than the deputy chief. Superior Officers receive standby pay of \$150.00 per day for three days, which is usually Friday, Saturday and Sunday. Additionally each officer gets comp time of two hours a day for four days for a total of eight hours. If you times that by fifty-two weeks each officer gets one hundred and four hours of comp time that they have to take in addition to their three hundred vacation hours so they are off better than ten weeks a year with that comp time. In this agreement the standby pay for the weekends and the comp time that was calculated to be \$6,000.00 was rolled into their base pay. They will no longer get standby pay or comp time, it will all be in their base and they will be considered exempt employees with that being built into their schedules and base pay. The other thing is we are allowing them, as twenty year employees to start buying back a certain portion of their banked sick time up to whatever the IRS allows so that we can start pushing this liability off our books and not paying it at the rate they will be receiving four or five years down the line. Their increase is 2¼%, 2¼% and 2% and they have agreed to move into State Health Benefits Program. **Cncl. DiLucia** questioned if that payoff conversion is something we will pay pension payments on. Mr. Heydel replied yes, in two years from now. For us the big winner is the hundred and four hours of comp time because we need our superior officers here, we can't be giving them comp time not to be here when they are the backbone of the police department. If we want the police department to operate correctly and efficiently we need the superior officers here. Mr. Heydel noted he is very happy with this agreement. Years ago he would not have been for this but we have an excellent group of superior officers here and the changes in the department, the accreditation, the training and everything else that is involved he agrees with. Mr. Heydel noted law enforcement has changed in the last ten years by about 180° so that is basically the crux of what these agreements are. **Cncl. DiLucia** noted so the saving is you are paying in today's dollars as opposed to future dollars. Mr. Heydel replied yes that he wanted to start getting those liabilities off the books. **Cncl. DiLucia** questioned the attachment to the resolution that went up 2½% and 2%. Mr. Heydel replied yes but if you look at their pay scales you can see where we built in the \$5,800.00 from the standby pay, which they were already getting paid for. The extra dollars is the comp time. **Cncl. DiLucia** noted now he understands but there was no way anyone could figure that out based on that graph, which is why he requested a copy of their old contract.

**MINUTES  
COUNCIL WORK SESSION  
TOWNSHIP OF MONROE  
DECEMBER 14, 2015**

**G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED (cont'd)**

**Cncl. Bryson** questioned what the overall impact will be on the budget next year from this. Mr. Heydel advised it would be \$24,000.00 plus their 2¼% so approximately \$30,000.00.

**Mayor Teefy** noted he and Kevin have spoken many times during the year and what he has said is it is expensive to run a police department and we are fortunate to have the four men here (*Chief McKeown, Deputy Chief Rumpf, Captains Farrell and LaPorta*), as they do a terrific job and have solidified the department more than it has been in many years. He added we may have to pay a little more but we are fortunate to have this staff for a number of years and we hope they stay around to support us for many more, as it is beneficial to have them.

The Clerk noted for the record the submittal dates with respect to Resolution R:188-2015 and R:189-2015 authorizing the request of qualifications would be pushed back to January 14, 2016 due to the time frame for advertising.

Mr. Fiore noted Jim Maley had arrived and would be giving his presentation during the Regular Council Meeting.


**H.) QUESTIONS REGARDING ORDINANCES SCHEDULED - None**

**I.) ADJOURNMENT**


With nothing further for discussion, **Cncl. Miller** made a motion to adjourn the Council Work Session of December 14, 2015. The motion was seconded by **Cncl. Bryson** and was unanimously approved by all members of Council in attendance.

Respectfully submitted,

  
Susan McCormick, RMC  
Municipal Clerk

  
Presiding Officer

*These minutes were prepared from the tape-recorded proceedings and the hand written notes of the Council Work Session of December 14, 2015 and serves only as a synopsis of the proceedings. Portions of 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 \_\_\_\_\_   
Approved as corrected \_\_\_\_\_

Date 12/28/15  
Date \_\_\_\_\_