

**MINUTES
WORK SESSION MEETING
TOWNSHIP OF MONROE
APRIL 9, 2018**

A.) OPENING CEREMONIES & ROLL CALL

The regular scheduled Work Session Meeting of the Monroe Township Council was called to order by **Council President, Rich DiLucia** at approximately 7:00 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. Dilks led the Assembly in the Salute to Our Flag.

ROLL CALL OF PUBLIC OFFICIALS

Cncl. Marvin Dilks	Present	
Cncl. Ronald Garbowski		Excused
Cncl. Bob Heffner	Present	
Cncl. Joe Marino	Present	
Cncl. Bart McIlvaine	Present	
Cncl. Cody Miller	Present	(Arrived 7:05PM)
Cncl. Pres., Rich DiLucia	Present	
Mayor, Daniel P. Teefy	Present	(Arrived 7:05pm)
Business Admin., Kevin Heydel	Present	
Solicitor, Steve Borasky	Present	
Eng., Kathryn Cornforth, ARH	Present	
Dir. of Finance, Karyn Paccione		Excused
Dir. of Public Safety, Jim Smart		Excused
Dir. of Public Works, Mike Calvello	Present	
Dir. of Comm. Dev/Code Enf. Rosemary Flaherty		Excused
Dir. of Parks & Rec, Jim Bonder	Present	
Deputy Mayor, Andy Potopchuk	Present	
Chief of Police, John McKeown	Present	
Twp. Clerk, Susan McCormick	Present	

B.) MATTERS FOR DISCUSSION

- **Owens Park Expansion - Dog Park**

Engineer, Kathryn Cornforth, ARH referred to a memo dated April 5, 2018 and advised we provided, per Mr. Heydel's request, a time line from when the application was submitted to the current date as well as including certain costs associated with the project. She presented a full set of permit plans for council's review and there was a concept plan that went to Green Acres as well as the current construction, grading and utility plans of what we are going to be building. Mrs. Cornforth explained we are permitting kind of like your wish list but with the

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B.) MATTERS FOR DISCUSSION (cont'd)

understanding that you only have \$780,000 and trying to keep the base bid as close to that as possible. **Cncl. Pres., DiLucia** noted, so I can put this into perspective for the council members who were not seated on council when we originally talked about this project, initially what we spoke about was a dog park with large dogs to one side separated for smaller dogs on the other. Adjacent to that a leisure park with benches, water coolers and trees. As well as a parking lot with an access road coming in. Mrs. Cornforth then noted the first plan was the concept plan, at the time in 2014 when we made the application to Green Acres we were still trying to seek a diversion for part of the Genova parcel to be able to build a building, which is why you see a future recreation building (*on plans*). That did not go through, Green Acres did not approve that and there will be no building there. Mrs. Cornforth continued to go into what the base bid consisted of and how the township is close to the funding limit. She advised on things that could possibly be cut such as reducing the parking spaces, cut the number of walking trails back, and cutback on some storm. Currently, we are in at Pinelands and if council chooses to reduce the scope of the project that does not affect our Pinelands application. All we are doing is asking permission to build a wish list and then obviously you only build what you have the finances for. If you would decide to cut the project back even more you don't have to re-submit to Pinelands and it will not affect any permit submission when we go in for soil conservation or even to the county. Again, we get the entire project permitted and then you build just what you can. Mrs. Cornforth noted because we are in the permit review stage you do have time to look at it to determine if you want to scale back. A decision on this would be needed at the time we go out to bid, after we have all the permits. **Cncl. Dilks** posed a question with regard to the basin. Mrs. Cornforth advised the basin itself has to be built as big as it is, partly because there is a large area of off-site draining on to our property and we are required to reduce flows for proposed improvements but required to still manage and pass (*inaudible*). The basin itself will not be scaled back what we can scale back is the storm and some of the proposed piping and inlets. If we are not putting the impervious near it we don't actually have to put the pipes in, we can let it drain overland into the basin. **Cncl. Dilks** noted for this phase, it would make sense to cut back on that. Looking at the dog park itself, I would do the whole thing. **Kathryn Cornforth** explained, I am not suggesting we cut anything there, the asphalt and the storm are your bigger ticket items. **Cncl. Dilks** perhaps we could cut back on some of the walking paths but I would certainly get a connection to Owens Park and to the parking lot. Mrs. Cornforth noted, if you wanted to, we could do a path that takes you from existing Owens into the Owens expansion, which gets you to the dog park and the parking lot and we don't even have to do a loop if you don't want to. **Cncl. Pres., DiLucia** questioned the access from Rt. 610. Mrs. Cornforth advised that the access from Clayton Road would be built, it is not getting cut back. **Cncl. Dilks** referred to the plan and questioned what was located to the right of the access road. Mrs. Cornforth explained it looks like a basin but that is where the majority of the storm water from in between the Middle School and the expansion site drains onto our property. Instead of putting a ridiculous amount of inlets to make sure we can capture the flow we have a low lying area that will come in, drain to that area and then go underneath the road through a few pipes into our basin, it is more of a collection point and the spillway goes towards the wetlands.

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B.) MATTERS FOR DISCUSSION (cont'd)

At this time there was some discussion on the leisure area of the proposed project and Mrs. Cornforth went on to explain that right now the only water fountains that are actually shown on our plan are the ones for the actual dog park. With regards to having those types of site amenities added we can show them on the plan now, just put quantities in and then there is specific locations that can be discussed further. **Cncl. Dilks** questioned if all this was out in the field, was there any wooded areas or things to be cleared. **Mrs. Cornforth** responded that some of the wooded area would have to be cleared, she then displayed a larger map and explained where the existing woods line was located. There was then some discussion on the sanitary facilities. Right now, there is no sanitary proposed because there is no location close enough to tie into. There are sanitary facilities at existing Owens but I believe it ends up getting pumped out. Right now we only have provisions to bring in potable water and the water is being brought in off of Braves Blvd. through existing Owens then following a path as there are two water fountains on each side of the dog park. Those water fountains are dual purpose, up top for people and on the bottom for pets. **Cncl. McIlvaine** questioned if bathroom facilities can be placed there or is it going to be an issue. Mrs. Cornforth referred to a concrete pad on the plans, explaining this was a future concessions and rest room (*inaudible*) so you get the impervious approval that way whether or not you put the building in as long as you are within the footprint Pinelands cannot object because they granted the approval for the impervious. If you wanted to place something larger than what was indicated on the plan you might have an issue but you should be fine with the area shown, it is oddly shaped that way you have an area off to the side. **Cncl. Dilks** questioned if a septic system could be used. Mrs. Cornforth explained a septic system would need separate approval as this is done through the county. **Cncl. McIlvaine** stressed that he would like to see bathroom facilities with this expansion. It is a hike to get to the other side of Owens. Bathroom facilities can be included it will cut into your construction costs as to what the grant can pay for. The goal of the job is to keep the overall project as close to the \$780,000 dollar figure, including any management and oversight costs. You may have to take out a lot of project scope, as that can be expensive. **Cncl. McIlvaine** then questioned the costs associated with a port-a-pot. Mrs. Cornforth noted you can do that obviously this is something that is movable and those are typically rental fees. **Director of Parks & Rec, Jim Bonder** advised the rental fees normally run about \$60.00 per day however if you were to put them in and keep them there the quote would be on a long listing. **Cncl. McIlvaine** again voiced his concern because if bathroom facilities are not done now, will it ever get done.

Cncl. Marino then questioned if we could put a phasing schedule together so we can see what the pricing would be for Phase I (*dog park*) then option out bathroom facilities and what those budgets would be, try to get a phasing plan together for this because it looks like there are some three (3) different projects here. He then spoke on the grant and Mrs. Cornforth noted the grant was applied for in the summer of 2014, sometime in 2015 they announced the award allotments but it wasn't until 2016 that the agreement was actually executed. **Cncl. Marino** then voiced his concerns with construction costs that will continually go up. If we don't put a shovel in the ground at some point that grant money will be dwindling down. Mrs. Cornforth then spoke on the phases involved - Phase 1 Base Bid, Phase 2 Bathroom Facilities, for Phase 3 are you looking at building out the rest of it or Phase III as the walking path and finishing putting

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B.) MATTERS FOR DISCUSSION (cont'd)

the storm in or maybe Phase 4 would be the parking lot. She was just verifying that we give you, in whatever digestible pieces, is what you want. **Cncl. Marino** then questioned if we have done any perc tests, do we know anything about ground water in that area. Mrs. Cornforth noted we were required to do a significant amount of locating ground water as well as infiltration tests within the basin. Almost all of the storm water that is proposed is perforated pipe and stone, it is only RCP where we have things underneath roadways and such. **Director of Parks & Rec, Jim Bonder** voiced his concerns with the possibility of reducing the number of parking spots (67) as we never have enough parking and I can foresee a lot of people parking on the access road and us having to play police, referee. Anywhere you can put a car they will park. He then posed a question with regard to the two fields. Mrs. Cornforth noted the two fields that are between the parking lot and the basin are being called fields for lack of a better term. It will be passive open space, they will be graded and usable at the end of Phase 1. She continued on with the two fields at the bottom about $\frac{3}{4}$ of the field, next to the dog park, will be graded and usable. When the additional phases and the additional improvements come in with the walking paths and additional storm the fields will get graded. Mr. Bonder then spoke on some amenities such as ramps for dogs, etc. Mrs. Cornforth advised that is not included in this estimate. **Cncl. Pres., DiLucia** noted he felt if we can start out and stay within the budget because we are already at the end of this with approximately \$200,000 in engineering costs, which is not going to be part of the grant. Anything else we do besides this will increase the costs. Start out with the basic and get the leisure park, the dog park, the parking and the access as that would be a good start and then as we accumulate some money we can add on to it. Part of the problem is time is money and the longer we get away from when the grant was received, the more this project is going to cost. **Mrs. Cornforth** noted the current parking lot as it is proposed is going to be very similar to that at Owens with the drive aisles being paved and the parking stalls themselves being more of the stone DGA. Also, keep in mind once you have all the approvals if the township is able to because the parking lot will be graded, on your own try and expand the parking lot with additional crushed stone you will have that option as the permit approval will be in place from Pinelands. **Cncl. Dilks** spoke on the site plan and the grading and questioned if all the excess fill would be used on the job. Mrs. Cornforth explained that we re-graded the site once or twice to try and be as balanced as possible. From a topsoil perspective we do have provisions that any top soil we need we have to bring in just because it has been farmed for a number of years, it may not be good out there so we are bringing in any of the top soil needed for the grading. If we can use any excess the stockpile area will be where the proposed parking is and whatever can be used we can deduct off anything they have to import in. **Cncl. Pres., DiLucia** asked for a definitive time frame in terms of what happens next and when this project will really get moving. Mrs. Cornforth advised we are currently up at Pinelands and they have asked for a cultural resource survey. We pleaded with them to say no because the property has historically been farmed and we don't believe because of all the farming activity that any artifacts are on-site, but unfortunately Pinelands is putting their foot down and wants it done. Hopefully, we will have comments from them before the end of April, we will immediately turn around and re-submit along with the cultural recourse survey and possibly get their approval by the end of May.

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B.) MATTERS FOR DISCUSSION (cont'd)

Once Pinelands approves we have to go to SCD (*Soil Conservation District*) but that should be more of a rubber stamp. We informally submitted to the county to get their comments ahead of time, for the access we need County Planning Board approval and we can't get their approval until we get SCD and Pinelands approvals. Hopefully, we should be out to bid and advertise sometime in July. There was a question posed in regard to the time frame associated with the cultural resource survey. Mrs. Cornforth advised, she believes it takes approximately one month to do the work and a formal proposal is being prepared and will be sent Mr. Heydel. **Cncl. McIlvaine** questioned what happens if they find something. She noted that if they should find an artifact the entire project gets delayed, depending upon if it is a significant or real artifact Pinelands will want to do more extensive studying of the site to ensure they find everything. We don't believe they will find anything as it has been historically farmed, the soil has been churned a number of times throughout the decades however Pinelands wants it. **Cncl. Marino** questioned if this was part of the grant money or is it a separate cost. Mrs. Cornforth advised this is a separate cost (*approximately \$17,650*) on top of the permits, it is an extra because we did not include it in our design because it can be a significant cost and we were hoping that Pinelands would be reasonable and not require this. Mrs. Cornforth then reviewed the Funding Summary and the Anticipated Project Costs as noted on the memo referred to earlier. **Cncl. Dilks** then questioned the design of the basin and if it was designed to be a detention basin. Mrs. Cornforth explained we are required to infiltrate the 10 year storm at a minimum and then there is the overflow structure. It is a large basin, it is sized that big because we have to pass through the existing (*inaudible*). We have the infiltration testing for it, the basin itself, with existing soils should be able to drain our storm. As a secondary measure we proposed a sand wick just to make sure the wick can drain the infiltration volume as well.

- **Theresa Lane - Drainage**

Engineer, Kathryn Cornforth explained a proposal was submitted dated April 4, 2018 which contained some background on the issue. Our office has been aware of the issue for approximately a year or two. We have investigated in the past and it is our understanding that when the houses along Theresa & Battles Lane were built in 1940's-1950's the requirements were not exactly as what they are today. So, when the road went in there is a storm system out there and we are not aware of any as-builts or plans that exist for it. Our office is not 100% sure exactly where everything is connected. Also, there is no basin out there because you weren't necessarily required to install them. We pulled all the state contours to look at how much of the area that is draining, approximately 27 ½ acres drain towards Theresa & Battles Lane and that includes the properties along there. From the horse shoe (*Theresa*) back into Mr. Hurff's property which is the overall low point, it does drain through Mr. Hurff's property and he has a natural low point in the back of his farm field. In addition to the township road there is an additional almost 68 acres that drain from other locations, primarily the farm field that is behind everything that also drain to that natural low. Unfortunately, that natural low has no positive outfall, it sits there and the only way for the water to go away is to naturally drain through the ground, which eventually it does do but it does get standing water through there.

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B.) MATTERS FOR DISCUSSION (cont'd)

You can tell from the numbers given, it is a significant amount of flow. Mrs. Cornforth then spoke on the three (3) basic options that were included in their proposal and went on to explain the content of **Option #1 - Addressing Drainage Issue through Upstream Mitigation**. **Option #2 - Addressing Drainage Issue at the Source** and **Option #3 Addressing Drainage Issue through Downstream Relief**. (ARH Proposal #18-0199 - Proposal for Design Services - Theresa Lane Drainage).

Cncl. Miller questioned if the area was being used primarily for farming. The response was, yes. Also, if there were flooding issues prior to us even building there, prior to the development being there.

Mr. Hurff (*did not identify himself*) noted there have been issues for 50-60 years with the land on Theresa Lane, there was a fence there, they tore it down, we put it back up, they tore it down. The property, Theresa Lane has been draining on that property since back into the '60's. **Cncl. Miller** questioned if there were water issues prior to that being developed. Again, Mr. Hurff continued in a heavy rainfall there has, I am not going to deny that. In the last 5-6 years the water intrusion on my property has gotten worse. He noted he sent pictures and assumed everyone looked at them and questioned if anyone saw the groove coming across his property. The response was, yes. Mr. Hurff questioned as a taxpayer do you think it is right that I have to put up with that, that I have to spend my time, my fuel and use my tractor. I am surrounded by township property, Theresa Lane and the 2 acres is behind me. He continued, there was an issue with Summerfields and a farmer a couple years ago, Chris Rehmann knew about this issue back in 2015 when it started. The issue was that the farmer was creating deluge by irrigating and by the way he planted his crops, I farm as well. I don't have a problem with Summerfields because my property don't touch that. My property touches the township property, the township has an issue with Summerfields, not me. Over the years, yes there has been water back there, it has never been dry. It is dry when the sun comes out and we don't get rain, but it hasn't been a condition where it cuts a groove across my property. Mr. Hurff then noted I sent pictures and went on to speak on how he plants his crops. He questioned why there is no curb on Theresa Lane (*on his side of the property*). He went on to explain exactly where his property is located. He spoke of a 3 to 4 foot drop to the drain that the township has in the road. What is going to be done about this? You are putting water on my property, it's illegal. It has been brought to your attention to address it and there have been no phone calls, there has been nothing. I received a violation for trees that weren't even on my property that involved a utility easement. He continued speaking on the water issue and how he has received nothing on it, adding the township has been ignoring him. He then spoke of a letter dated July 18, 2017 from the zoning officer and he proceeded to read it into the record.

Dear Mr. Hurff

Please be advised the original complaint submitted to this office regarding drainage has been investigated and closed due to lack of findings. If you believe there is a violation regarding the drainage you will need to hire necessary consultants to prove your position. Unfortunately, the township professionals could not validate your claim.

Mr. Hurff said that Chris Rehmann, ARH your township engineer was out there, he saw it.

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B.) MATTERS FOR DISCUSSION (cont'd)

Cncl. Pres., DiLucia advised that he spoke with the engineer just today because he wanted to get clarification on the written recommendation that was sent (*proposal*). When he saw the figures involved with the different Options he knew that would be a real problem. Cncl. Pres., DiLucia noted he took a ride down there and I am not an engineer but it appeared to him that perhaps a good beginning might be for us to clean out those storm drains because there is dirt in there and it is really impeding the water flowing into the drains. Also, there is no curb and I was wondering if we laid some curbing if that would stop the water, where I saw it running, you can tell it is eroding and water is running into your property. He felt curbing could address part of the problem and from what he understood that storm system runs down off of the Black Horse Pike so we would have to make sure that the integrity of that pipe is alright. Cncl. Pres., DiLucia questioned if we could, at least, begin to clean the drain and see what that does, and possibly lay some curb. There was then a discussion on the pipes, the drainage, storm system, the volume/flow of water, curbing, barriers, etc. Cncl. Pres., DiLucia then advised that council members speak with Mr. Calvello and see if we can't figure out some solution or determine what is workable. Cncl. Dilks then noted there is a possibility that you might be able to put a waterway down through there and explained how that could possibly stop the erosion. Kathryn Cornforth then noted she was not saying you can't put curb in but our immediate off-the-cuff caution to the township is not to just put curb in without looking at the bigger issues. Only because the purpose of curbing is to direct the water and eventually the water will get into the storm system but if it can't get in fast enough you may need a second inlet to get it into the system. I don't want you to inadvertently cause flooding on your road by putting the curb up. We will work in conjunction with council members and Mr. Calvello to come with an evaluation. Mr. Hurff questioned the scenario on the property. It is township property is Summerfields going to buy it? Only me or him can buy it. Mayor Teefy advised that right now Summerfields does not want to buy it, council put deed restrictions on the property that they couldn't put a pad there. Do you see more water coming from Theresa or from the farm? Mr. Hurff said when he filed a complaint I filed for two different issues. After the snow storm and a very heavy rainfall, that is where all the deluge came from his property. It is still coming from Theresa and I filed a complaint against the township, I filed a complaint against Summerfields and I only filed that complaint to make the township aware this is where the deluge is coming from on that end. I am surrounded by township property, the street and vacant property. Right now more water is coming from Theresa Lane. It still comes in from the backside of my property but I still get water off of Theresa Lane. Discussion continued.

C.) PUBLIC PORTION

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

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D.) NEW BUSINESS

Kathryn Cornforth, ARH advised she received a question from the developer with regard to the restaurant and daycare center associated with Cross Keys Monroe, LLC. Now that we have the bonding resolved and they are under the new format we issued our recommendation and it is her understanding that they posted their escrow and submitted their bonds but the developer's agreement technically has not been put forth to council for acceptance. They questioned if they are allowed to start their site work with the understanding that at the next meeting they hopefully have everything. Typically we wait until the developer's agreement is accepted. **Solicitor, Steve Boraske** advised that Bob Mintz is of the opinion that they may not require a developer's agreement for this project. We looked at the township code and our preliminary review was that one would be required, therefore we have to respond to his correspondence advising whether or not the township will be requiring a developer's agreement. Although we are still looking at this our initial thought is that one will be required, once we sort that out with Mr. Mintz I think it will be ready to go for the next meeting. The conclusion was to continue to proceed with what typically is done, that being the developer's agreement must be accepted/approved before site work can begin. **Cncl. Pres., DiLucia** noted we will make our best effort to have this matter on the next agenda so there are no further delays.

Cncl. Dilks noted as the Liaison to the UVC (*United Veterans Council*) he received a call inviting him to their meeting to go over the preparations for the Memorial Day Parade. **Cncl. Dilks** had a list of things to go over and he submitted them to the Mayor and the Business Administrator.

E.) OLD BUSINESS - None

F.) COMMITTEE REPORTS - None

G.) QUESTIONS REGARDING RESOLUTIONS SCHEDULED

Cncl. Marino referred to **R:89-2018 Resolution Of The Township Council Of The Township Of Monroe Awarding A Contract To Racks Pub And Grill For Beer And Wine Garden Concession For Town Appreciation Music Festival Within The Township Of Monroe**. He questioned how that 20% figure is determined. **Director of Parks & Rec, Jim Bonder** responded it has been on the honor system. It is handled the same way as with all the food vendors, we have probably 12-13 food vendors and to try and manage that would be very difficult unless we put a whole process together with tickets, pre-sale and all of that. He felt if you do it for the beer garden you probably have to do it for the food vendors. I think this year we are up to 15 food vendors. **Cncl. Marino** noted he saw his point with the food trucks, but since we are taking out an RFP on this, is there a way we can track it. Perhaps next year when we send out the RFP for the beer garden we can discuss if there is a way to better track this. **Mr. Bonder** advised they do give us an accounting of the number of beers they sold and the amount of wine they sold in a ledger form. Again, it has just been the honor system until now.

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

Cncl. Pres., DiLucia questioned if the 20% was based on the gross or is it something minus gross. **Mr. Bonder** noted with them it is the gross (20% of their sales).

Cncl. Marino then referred to **R:92-2018 Resolution Of The Township Council Of The Township Of Monroe Authorizing The Request For Proposals (RFP) For Up To Six Certified Contractors For Emergency Service Work Within The Township Of Monroe**. He noted he had some issues/questions on this as it included demolition and it was kind of vague and we would have to go out for a proposal again if we were demolishing a complete structure. He also questioned if there was verbiage included regarding the Public Works Contractors License. There is also language in there dealing with sub-contractors and they should be signing an agreement with the contractor for insurance purposes. He was questioning these things because he didn't see them in the RFP. **Cncl. Marino** explained he felt his questions on this are quite lengthy for him to vote on this. **Solicitor, Steve Boraske** advised we certainly want the RFP to be as specific and detailed as possible, you run into problems when you leave things open to interpretation so if we need to take a step back and revise some of the language perhaps we should. **Cncl. Pres., DiLucia** noted a recommendation to withdraw Resolution R:92-2018 from the Regular Council Meeting agenda was made. It was the consensus of council members in attendance to remove R:92-2018 from the agenda.

H.) QUESTIONS REGARDING ORDINANCES SCHEDULED

Cncl. Heffner referred to Ordinance **O:10-2018 An Ordinance Of The Township Council Of The Township Of Monroe To Amend The Code Of The Township Of Monroe Establishing Rates Of Compensation To Officers And Employees Of The Township Of Monroe** scheduled for 2nd reading. **Cncl. Heffner** noted there seems to be a lag there although he had no problem doing away with the stipends because I do not like stipends but at the end of the day you should really be adjusting that salary to reflect the amount of the stipend that is going to be rolled over into their salary. **Cncl. Pres., DiLucia** noted there was a communication regarding the stipend and that it would go over the max in the salary range and it was suggested that the range be adjusted to reflect that so it does not look like the employee is getting more than they should. He felt that was a reasonable request, I don't have a problem with that if the stipend goes over the range, then of course you will have to increase the range to reflect that. **Business Administrator, Kevin Heydel** advised we can add that in once we negotiate these contracts, we will get the contracts done then do the overall salary ordinance, we can adjust it then. Right now, the position in question, that person is not near the max, whether it be the max listed or the (inaudible). **Cncl. Pres., DiLucia** referred to an email that said the stipend would bring the salary range over the max. **Mr. Heydel** noted the position in question, the person in that position is getting probably like a \$3,000 difference, add that in and basically (inaudible). **Cncl. Pres., DiLucia** explained what the request was, to increase the max even though it does not bring the employee over the max. **Mr. Heydel** indicated that was correct. **Cncl. Pres., DiLucia** noted we can talk about that, that is a different issue altogether. **Cncl. Marino** explained we

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talked about going through the entire salary ordinance and adjusting any range (*minimum/maximum*) that needs to be addressed.

H.) QUESTIONS REGARDING ORDINANCES SCHEDULED(*cont'd*)

Mr. Heydel noted with the next salary ordinance we are going to do an analysis on all positions, taking a look at the minimum and maximum salary ranges and have council determine where they should be.

Cncl. Pres., DiLucia noted he understands this to be a different issue, if somebody was \$5,000 under their max and then were receiving a stipend of say \$3,000 what is being said is that the salary max would only reflect that they \$2,000 under their max when really they should still be \$5,000 under their max, that is a different issue altogether. Mr. Heydel noted you have to understand where these maximum amounts come from, they come people with years of service so they keep going up. In this particular position you had someone out there who is making more, the person coming in is making less but we didn't adjust down that maximum figure because they are all based upon years in service or years in that position. **Cncl. Pres., DiLucia** noted a real structure would be what a job/position is worth from a starting point to an end point and these maximum amounts are not. Mr. Heydel advised this is very difficult to get because everywhere in the public sector, that's how the maximums work. I am working on this, I have a site I can look at, however it takes time.

I.) ADJOURNMENT

With nothing further for discussion, **Cncl. McIlvaine** made a motion to adjourn the Council Work Session of April 9, 2018. The motion was seconded by **Cncl. Miller** and was unanimously approved by all members of Council present.

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 April 9, 2018 and serves as only 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 AmJ
Approved as corrected _____

Date 4/23/18
Date _____