

**SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS
JULY 16, 2014 MEETING MINUTES**

The meeting was called to order by Deputy Director Cross: George Madosky, Monroeville USMC 1958-1963 led the assembled in the Pledge of Allegiance, and then led by prayer offered by Freeholder Vanderslice.

Deputy Director Cross stated that adequate notice pursuant to the Open Public Meetings Act has been given of this meeting.

On Roll Call, the following Freeholders were present: Deputy Director Cross, Freeholders Laury, Vanderslice, Bobbitt, Timberman, and Ware. Director Acton was absent.

Deputy Director Cross stated that Director Acton's flight from her well deserved vacation to Mexico has been held up, and wishes her a safe return trip.

Motion was made by Freeholder Laury to dispense with the reading of the minutes of the June 18, 2014 Regular meeting and Workshop Meeting. Minutes be received, approved and recorded in the Minute Book.

Freeholder Timberman stated a last name was incorrect on the regular meeting minutes.

As there was no further discussion, the motion was seconded by Freeholder Vanderslice and carried by hand vote of 6/0.

WAIVER OF THE RULES

Motion was made by Freeholder Laury that the Rules of the Board be temporarily waived for resolution numbers 35, 19 on tonight's agenda. Freeholder Vanderslice seconded the motion, which carried a hand vote of 6/0.

SPECIAL RECOGNITIONS

Citation honoring Special Agent Calvin Evans

Citation honoring Samantha Cox

A special thanks made by Deputy Director Cross for the FFA members being present at the meeting and thanking them for all their hard work and dedication to the organization.

CORRESPONDENCE

GENERAL

Motion was made by Freeholder Laury to accept and file the correspondence reports and that they be made a part of the Minutes. The motion was seconded by Freeholder Vanderslice. Motion carried a hand vote of 6/0.

DEPARTMENT REPORTS

COMMITTEE/COMMISSION MINUTES

Salem County Improvement Authority Meeting – June 12, 2014

Motion was made by Freeholder Laury to accept and file the committee and commission reports and that they be made a part of the Minutes. The motion was seconded by Freeholder Vanderslice. Motion carried a hand vote of 6/0.

PAYMENT OF BILLS & CLAIMS

Motion was made by Freeholder Laury that all Bills and Claims, when properly signed and audited be paid and charged to their respective accounts. The motion was seconded by Freeholder Vanderslice and carried by a hand vote of 6/0.

TREASURER'S REPORT

Motion was made by Freeholder Laury to accept and file the Treasurer's Report. The motion was seconded by Freeholder Vanderslice and carried by a hand vote of 6/0.

INTRODUCTION OF ORDINANCE 2014-001

REFUNDING BOND ORDINANCE OF THE COUNTY OF SALEM, STATE OF NEW JERSEY (THE "COUNTY") PROVIDING FOR (i) THE REFUNDING OF CERTAIN OUTSTANDING BONDS OF THE COUNTY TO ACHIEVE DEBT SERVICE SAVINGS, AND (ii) AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$5,800,000 AGGREGATE PRINCIPAL AMOUNT OF GENERAL OBLIGATION REFUNDING BONDS OF THE COUNTY TO EFFECT SUCH REFUNDING AND APPROPRIATING THE PROCEEDS THEREFOR AND AUTHORIZING THE PUBLIC HEARING TO BE HELD ON WEDNESDAY, AUGUST 20, 2014 AT 7:30 P.M. AND PUBLICATION THEREOF

1. Freeholder Laury made a motion for the Introduction on first reading. The motion was seconded by Freeholder Vanderslice.
2. Roll Call Vote, 6/0: Freeholder Bobbitt- for, Freeholder Timberman- for, Freeholder Ware- for, Deputy Director Cross- for, Freeholder Vanderslice – for, Freeholder Laury- for
3. Public Hearing (and adoption) scheduled for Wednesday, August 20, 2014

HEALTH & HUMAN SERVICES COMMITTEE – Vanderslice, Timberman, Bobbitt

R. 2014-302

HEALTH & HUMAN SERVICES

Resolution Authorizing Freeholder Director And Clerk Of The Board Of Chosen Freeholders For The County Of Salem To Approve Application Of The 2014-2015 Right To Know Program

R. 2014-303

HEALTH & HUMAN SERVICES

Resolution Authorizing Freeholder Director And Clerk Of The Board Of Chosen Freeholders For The County Of Salem To Sign The 2014 Shared Services Agreement For Local Municipalities

R. 2014-304

HEALTH & HUMAN SERVICES

Resolution Authorizing An Agreement Between Lower Alloways Creek And The Salem County Board Of Chosen Freeholders For Award Of A Vehicle Under Section 5310 Program (For Senior Citizens and Disabled Residents)

R. 2014-305

HEALTH & HUMAN SERVICES

Resolution Authorizing An Agreement Between Pennsville Township And The Salem County Board Of Chosen Freeholders For Award Of A Vehicle Under Section 5310 Program (For Senior Citizens and Disabled Residents)

R. 2014-306

HEALTH & HUMAN SERVICES

Resolution Authorizing Freeholder Director And Clerk OF The Board Of Chosen Freeholders For The County Of Salem To Sign The 2014-2015 County Environmental Health Act Core Program Grant Application

R. 2014-307

HEALTH & HUMAN SERVICES

Resolution Authorizing Freeholder Director And Clerk OF The Board Of Chosen Freeholders For The County Of Salem To Sign And Approve The County Environmental Health Act 2014 Calendar Year Elective Grant Application

Freeholder Vanderslice moved for the adoption of these (6) six resolutions, with Freeholder Timberman seconding his motion. As there was discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 6/0.

PUBLIC SAFETY COMMITTEE – Cross, Laury, Ware

R. 2014-308

PUBLIC SAFETY

Resolution Approving Participation With The State Of New Jersey Grant Programs Administered By The Department Of Law And Public Safety, Division Of Criminal Justice, State Office Of Victim-Witness Advocacy

R. 2014-309

PUBLIC SAFETY

Resolution Renewing A Contract For The Provision Of Food Service For The Salem County Correctional Facility For The County Of Salem (ARAMARK Correctional Services, INC.)

R. 2014-3010

PUBLIC SAFETY

Resolution Authorizing Purchase For Maintenance Of Existing Proprietary Employee Time Clock Management System For The County Of Salem (Visual Computer Solutions, Inc.)

Freeholder Laury moved for the adoption of these (3) three resolutions, with Freeholder Ware seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 6/0.

PUBLIC WORKS COMMITTEE – Laury, Ware, Acton

R. 2014-311

PUBLIC WORKS

Resolution Authorizing Execution Of Agreement With SJTA For Subregional Transportation Planning Program

R. 2014-312

PUBLIC WORKS

Resolution Prohibiting Normal Traffic, South Main Street, County Road #672 In The Borough Of Woodstown, Salem County (Annual Fall Festival)

R. 2014-313

PUBLIC WORKS

Resolution Approving The Execution Of Change Order #4-Final 2010 County Aid Resurfacing And Safety Program For The County Of Salem

R. 2014-314

PUBLIC WORKS

Resolution Approving The Execution Of Change Order #2 Resurfacing And Safety Improvements Commissioner's Pike, County Road #581, Phase 3 For The County Of Salem Federal Project #STP-0147(110), NJDOT #7101309

R. 2014-315

PUBLIC WORKS

Resolution Approving The Execution Of Change Order #8-Final Replacement Of Websters Mill Bridge, County Bridge #1700-455 And The Rehabilitation Of Spillway Structure #30-10 On East Lake Road, In Pilesgrove Township For The County Of Salem

R. 2014-316

PUBLIC WORKS

Resolution Approving The Execution Of Change Order #2 Improvements To Salem-Hancock's Bridge Road, County Road #658, Phase 2 For The County Of Salem Federal Project #STP-0132(105), NJDOT #7100318 R. 2014-301

R. 2014-317

PUBLIC WORKS

Resolution Approving An Agreement Pursuant To The Uniform Shared Services Act With The Borough Of Elmer For The Placement Of An Oil And Stone Cover On The Municipal Parking Lot (AKA Block 26, Lots 14 and 15) (Borough Of Elmer Municipal Parking Lot)

R. 2014-318

PUBLIC WORKS

Resolution Renewing A Contract For Routine And Emergency Electrical Repair Services For The County Of Salem (Eric M. Krise Electrical Contractor, LLC)

R. 2014-319

PUBLIC WORKS

Resolution To Approve Application For Motorist Solicitation Pursuant To Resolution No. 98-115 (NewLife Worship Center)

R. 2014-320

PUBLIC WORKS

Resolution To Approve Application For Motorist Solicitation Pursuant To Resolution No. 98-115 (Elmer Fire Department) (Waiver Required)

Freeholder Laury moved for the adoption of these (10) ten resolutions, with Freeholder Ware seconding his motion.

Freeholder Timberman expressed a concern for all the change orders presented, especially for the bridge.

Freeholder Laury stated they are all NJTPO grant funded, and for the Elmer Borough, in an agreement it states they are paying us to complete the work because it was a lot cheaper than going out and getting public bids.

As there was no further discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 6/0.

ADMINISTRATIVE COMMITTEE – Acton, Vanderslice, Cross

Freeholder Laury stated he would like to Table Resolution #22: Resolution Appointing William Miller, A Resident Of Pilesgrove, New Jersey, As Superintendent Of County Bridges, N.J.S.A. 27:14-24. For the next meeting with Freeholder Vanderslice seconding his motion. As there was no discussion, the motion to Table Resolution 22 carried a hand vote of 4/2. Freeholder Bobbitt- against, Freeholder Timberman- against, Freeholder Ware- for, Deputy Director Cross- for, Freeholder Vanderslice – for, Freeholder Laury- for

R. 2014-321

ADMINISTRATIVE

Resolution Certifying The Review Of The 2013 Annual Audit

R. 2014-322

ADMINISTRATIVE

Resolution Adopting A Corrective Action Plan For The County Of Salem (Recommendation made by Mercadien, P.C. , Salem County's Auditing Firm)

R. 2014-323 (TABLED)

ADMINISTRATIVE

Resolution Appointing William Miller, A Resident Of Pilesgrove, New Jersey, As Superintendent Of County Bridges, N.J.S.A. 27:14-24.

R. 2014-324

ADMINISTRATIVE

Amendment to Resolution 2014-1 to Establish Job Classification Titles and Salary Ranges

R. 2014-325

ADMINISTRATIVE

Finance Resolution Cancellation Of Grant Balances

R. 2014-326

ADMINISTRATIVE

Resolution Approving Agreement For Providing Non-Emergency Medical Transportation Services For The Salem County Veteran's Program (B.R. Williams Inc.)

R. 2014-327

ADMINISTRATIVE

Resolution Authorizing The Use Of Competitive Contracting For The Procurement Of Specialized Goods Or Services Pursuant To N.J.S.A. 40A:11-4.3 (Food Services and Commissary Services)

R. 2014-328

ADMINISTRATIVE

Resolution Authorizing The Use Of Competitive Contracting For The Procurement Of Specialized Goods Or Services Pursuant To N.J.S.A. 40A:11-4.3 (Vendor To Operate Youth Programs)

R. 2014-329

ADMINISTRATIVE

Resolution Renewing A Contract For Providing An Employee Assistance Program For The County Of Salem (Quantum Health Solutions, Inc.)

R. 2014-330

ADMINISTRATIVE

Resolution To Enter Into A Shared Service Agreement Between Salem County And Gloucester County (Purchase Of Two (2) Beds for Youth Shelter)

R. 2014-331

ADMINISTRATIVE

Resolution Providing For The Insertion Of Any Special Item Of Revenue In The Budget Pursuant To NJSA 40A:4-87 Chapter 159, P.L. 1948

R. 2014-332

ADMINISTRATIVE

Resolution Providing For The Insertion Of Any Special Item Of Revenue In The Budget Pursuant To NJSA 40A:4-87 Chapter 159, P.L. 1948 (Veterans Non-Emergency Medical Transportation)

R. 2014-333

ADMINISTRATIVE

Resolution Providing For The Insertion Of Any Special Item Of Revenue In The Budget Pursuant To NJSA 40A:4-87 Chapter 159, P.L. 1948

R. 2014-334

ADMINISTRATIVE

Resolution Providing For The Insertion Of Any Special Item Of Revenue In The Budget Pursuant To NJSA 40A:4-87 Chapter 159, P.L. 1948

R. 2014-335

ADMINISTRATIVE

Finance Resolution Cancellation Of Check

R. 2014-336

ADMINISTRATIVE

Resolution Supporting Assembly Resolution 145 Recognizing And Supporting The Future Farmers Of America (FFA) And The Vital Role Of Agricultural Education In The County Of Salem And The State Of New Jersey (Waiver Required)

Freeholder Vanderslice moved for the adoption of these (15) fifteen resolutions, with Freeholder Laury seconding his motion.

Freeholder Timberman questioned #29, Resolution To Enter Into A Shared Service Agreement Between Salem County And Gloucester County (Purchase Of Two (2) Beds for Youth Shelter), asking how much are we paying?

CFO Katie Coleman stated that they are paying us. In the contract with Ranch Hope, we have more beds then we can use, so Gloucester County essentially buys 2 of those beds every year.

As there was no further discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 6/0.

UNFINISHED BUSINESS

NEW BUSINESS

Freeholder Laury stated that at Parvin State Park is holding a fundraiser on July 17. If you dine out at Friendly's and present a coupon on that day, 20% of your bill will be donated to the park. See Linda for coupons.

He also announced that on August 21st, the "Deviler Newspaper" will host their annual comedy night, see Linda for tickets.

Freeholder Bobbitt asked about his PAR that he was supposed to receive.

CFO Katie Coleman mentioned that the PAR is on the way.

Freeholder Bobbitt wants to know the reasoning behind reducing Dara Ruiz's salary by \$15,000.

Deputy Director Cross stated that at the Administration Committee Meeting, the State approached the County saying that they would like Dara Ruiz to fall under the County as an employee as opposed to a state employee. This was not the original intent after fighting for their jobs; it was the county's intent to keep the structure the same. There were new parameters with the Department of Labor after a conference call; County requested funding to cover salary and benefits. The state will provide \$65,000 in total for one year.

Freeholder Bobbitt asked if the grant was reduced.

Deputy Director Cross said the grant has not been reduced and that Dara Ruiz is a Department of Labor employee.

Freeholder Bobbitt asked if she was paid out of this grant.

CFO Katie Coleman and Freeholder Vanderslice responded that Dara was not paid out of this grant because that position is not paid out of the grant.

Freeholder Bobbitt stated he still does not understand the reduction of salary, was she doing a bad job?

Deputy Director Cross stated that job performance has absolutely nothing to do with this decision.

County Counsel Michael Mulligan stated that personnel issues, which are confidential, Mr. Bobbitt you may have questions about it but you do not get air it at a public meeting.

Freeholder Bobbitt stated very good.

County Counsel Michael Mulligan stated that the policy decision of how much to pay for a position can absolutely be talked about.

Freeholder Bobbitt stated yes and that is what he is trying to get to the bottom of why there was a \$15,000 reduction.

Deputy Dale Cross stated that number reflects the additional money that will be given from the state for Dara Ruiz who will now be a County employee and not a state employee, will pay her salary and benefits.

Freeholder Timberman asked if we requested for additional funding to cover benefits, because a pay reduction like this after someone has been approved for mortgages, car loans, and so forth is pretty tough for anyone to swallow. Did we ask for additional money for the salary?

Freeholder Vanderslice mentioned that in the conference call, the state was willing to give us \$65,000. The bottom line is, her job was going to be eliminated. We saved jobs cost equal to her salary, with in mind 2 other positions in the County.

Freeholder Bobbitt stated, so in other words the State was just going to cut her loose right?

Freeholder Vanderslice stated that we are reading between the lines, the state wanted the County to take her on as an employee, and Bruce if you recall we tried to get her to remain a state employee and that did not work out.

Freeholder Bobbitt agreed and said that since Dara Ruiz is coming on as a County employee her pay and everything is different?

Freeholder Vanderslice stated that Freeholder Bobbitt's statement was correct.

Freeholder Timberman stated that she saw the resolution for the layoff plan was pulled but she is concerned on how all of this came about with the IT Department. She specifically asked back in March if we took on the project with Green Technologies whether there were going to be any layoffs. I was assured by Director Acton and a few others that there were no layoff plan for our IT Department, and then on July 2nd after an Administrative Committee meeting a decision came about, which did not even come to the entire Freeholder Board, that resulted in the IT Department which consisted of 2 people were brought in and told they were on Administrative leave, meaning they are paid to sit home and do nothing. Our IT Department is now completely in the hands of Green Technologies. I have major concerns with that.

Freeholder Bobbitt questioned the same thing, and that reflected in the minutes from a prior meeting, he had asked if there were going to be layoffs and the answer was no. In the newspaper Director Acton said the reason for the layoff was because of redundancies. I know she is not here tonight but I would like to know what are these redundancies and she did not know that when she negotiated the contract with Green Technologies that there may be duplications of services? When we presented an awarded for the \$250,000 contract of Green Technologies, I asked her specifically and she said no. So she either did not know what she was talking about, she lied, or she signed a contract for services that she was unaware of. The savings of the County will not be \$250,000, the figure is closer to \$150,000. You have no control over the vendor once the contract is in place. If she would have done her due diligence you would have prepared an RFP to avoid any redundancies. The contract would have cost less to be able to retain these County employees who would have more control of the IT department. You now have a vendor who has complete, unrestricted access to all County information, including the Prosecutors Office and Department of Corrections. If you layoff these employees there's no one at the County who will have any knowledge of what's go on in the County IT Department.

Freeholder Ware stated that he is going on his 15th year as Freeholder and has never supported any layoffs. We are not only losing two outstanding employees, I put the law enforcement community on a pedestal and I am very concerned with the law enforcement community not having a dedicated IT person. Is that something that's been addressed or are we going to address that with the confidentiality and everything involved.

Deputy Director Cross mentioned that those individuals who are employed by Green Technologies have all had background checks and drug screenings which is the same route as all our employee hiring's. Prosecutor Lenahan is now going to check that they perform all the same checks as he would perform as a prosecutor. If he feels that it has been accomplished he is ready to move forth.

Freeholder Bobbitt stated that he would still like to know what the redundancies are. I would appreciate it.

Freeholder Timberman stated that she has some concern and wants to know who now has the knowledge to oversee what the IT department is doing? We have nobody who really knows IT in-house to know if they are doing what they are suppose to be doing, what the project calls for, and what needs to be done. We have no idea what they are doing and what we are signing off on. I do not know anyone here who has any IT background.

Deputy Director Cross stated that he cannot speak on behalf of that if he had known it in the past. We have an IT, we have now outsourced IT to a group of professionals.

Freeholder Timberman stated that they are not County employees, so how do we know they have our best interests?

Deputy Director Cross stated that he thinks it is safe to say when you sign a confidentiality agreement, and you sign onto that, that is a given.

Freeholder Timberman asked if we can fire them if they are not doing their job and break the contract? That is the ability we have when we have County employees, I am not sure if we have the ability to terminate a contract.

CFO Katie Coleman stated that we do have the ability to terminate a contract and we have a 30-day cancellation cause.

County Counsel Michael Mulligan stated that you can always terminate for cause.

Freeholder Timberman stated so if we know what the cause is seeing as we are all IT professionals here, we won't have an idea what the cause is.

PUBLIC ANNOUNCEMENTS

Deputy Director Cross stated that the Barrel Trail weekend begins July 19 and 20th for 12-5pm. Go to www.newjerseywinetrails.com for more information.

PUBLIC COMMENT

Anyone wishing to speak please speak clearly and state your name and address for the record.

Each speaker will have **TWO MINUTES** to speak. The Clerk of the Board (COB) will keep track of the time for each speaker. When addressing questions concerning personnel issues with the County of Salem no names will be used at any time.

Jen Coombs Kelly, Upper Pittsgrove, announced that on August 5th at 6pm at the Pilesgrove Municipal Building, the Board of Public Utilities will be present to listen to concerned citizens about their issues with the electric company taking down two small poles and putting a big steel one in along the road visible from their homes.

Richard Dann, President of CWA 1050, expressed his outrage about the decision to layoff 2 County employees. He also wants the County to reconsider Green Technologies and to look into all the issues stated in the contract.

Carolyn Shoemaker, Vice President of the local union, very concerned with the County. Was upset that these employees could not even get a 2 week notice and is not happy with the contract. Very disappointed with the Freeholder Board.

Anne Sullivan, Alloway, thanked everyone for attending the meeting, also stated how great the resurfacing project of Commissioners Pike has been. Questioned resolution #22 about fixed assets, CFO Katie Coleman mentioned a resolution must be done in compliance with the state for a corrective action plan, Mentioned there were 2 findings about grant reports not being submitted properly. Health Department is doing a great job. The County Website was not working properly when looking for information. Clerk of the Board, Kevin Crouch mentioned his assistant Carey Bergholz is always available to help anyone when the website is down.

Dara Ruiz, Pennsville, Expressed that she has been a loyal employee and wants answers to why her salary decreased.

Joan Cole, Quinton, stated that the previous two employees that were in Dara's position were paid \$90,000 and wants to know why Dara is being punished. Also mentioned that the Johnson Building is falling apart and something should be done. The Bicentennial picture painted in 1976 by Ron LeHew is located in a stairwell in the Johnson Building, and it is a picture which should be on display back in the Old Courthouse where it was originally done at.

Kayla Cacciamani, Quinton stated that she is an ex-employee who was laid off a year ago. Stated that the IT department is full of determined, dedicated, hard working people and the Freeholders do not make sense for laying these employees off.

Debbie Duffield, Pilesgrove, thanked the Board for the Avis Mill Lake project. It has been a real concern since 2006 and they are hoping the lake can be utilized for the public for outdoor fun once the project is completed.

Doug Wright, Pennsville, stated that the Behnke foundation which provides free transportation to improve the quality of life, will be held at the Riverview Inn in Pennsville August 2nd at 1pm. There will be a chinese auction, ticket prices are \$25.00.

Patty Bomba, Carneys Point, stated that Disability Awareness Day started 10 years ago with the help of Debbie Behnke. It is always a great event with a large number of attendances, and hopes we can keep that day every year.

Jane Long, Upper Pittsgrove, expressed how dangerous the Pole Tavern Circle is and asked if there is anything that can be done to help illeviate accidents.

Freeholder Laury mentioned that Route 77 and Route 40 are state roads and the county has absolutely no control over it and advised Jane to write a letter to the state.

Dara Ruiz, Pennsville, stated that the County Freeholders never asked the state to cover her benefits, and if they had asked, the State may have considered it. Money should be no issue.

Deputy Director Cross thanked everyone for their comments and announced the next meeting will be held on August 20, 2014 at 7:30 PM at the Olde Salem Courthouse located at 104 Market Street. Salem, New Jersey 08079. Workshop meeting will be held at 6:15pm.

Freeholder Vanderslice made a motion to adjourn seconded by Freeholder Laury and carried by hand vote 6/0 at 8:47 pm.

Respectfully submitted,

Kevin Crouch
Clerk of the Board