

**SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS
JUNE 1, 2016 MEETING MINUTES**

The meeting was called to order by Director Acton: The Freeholder Board lead the assembled in the Pledge of Allegiance followed by the prayer led by Freeholder Vanderslice.

Director Acton 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, Painter, Vanderslice, and Director Acton. Freeholder Ware was absent.

Motion was made by Deputy Director Cross to dispense with the reading of the minutes of the May 18, 2016 Regular Meeting. Minutes be received, approved and recorded in the Minute Book. As there was no discussion, the motion was seconded by Freeholder Laury and carried by hand vote of 5/0.

CORRESPONDENCE

GENERAL

Motion was made by Deputy Director Cross 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 5/0.

PAYMENT OF BILLS & CLAIMS

Motion was made by Deputy Director Cross that all Bills and Claims, when properly signed and audited be paid and charged to their respective accounts. The motion was seconded by Freeholder Laury and carried by a hand vote of 4/0. Freeholder Painter abstained.

TREASURERS REPORT

Motion was made by Deputy Director Cross that the Treasurer's Report be accepted. The motion was seconded by Freeholder Laury and carried by a hand vote of 5/0.

ADOPTION OF ORDINANCE 2016 - 003

REFUNDING BOND ORDINANCE OF THE COUNTY OF SALEM, STATE OF NEW JERSEY (THE "COUNTY") PROVIDING FOR (i) THE REFUNDING OF CERTAIN OUTSTANDING GOVERNMENTAL LOAN REVENUE BONDS (COUNTY CAPITAL IMPROVEMENT AND EQUIPMENT PROJECT), SERIES 2009 OF THE SALEM COUNTY IMPROVEMENT AUTHORITY TO ACHIEVE DEBT SERVICE SAVINGS FOR THE COUNTY, AND (ii) AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$7,000,000 AGGREGATE PRINCIPAL AMOUNT OF GENERAL OBLIGATION REFUNDING BONDS OF THE COUNTY TO EFFECT SUCH REFUNDING AND APPROPRIATING THE PROCEEDS THEREFOR

1. Deputy Director Cross made a motion to open the public hearing. The motion was seconded by Freeholder Laury.
2. Deputy Director Cross made a motion to close the public hearing. The motion was seconded by Freeholder Painter.
3. Freeholder Laury made a motion to adopt Ordinance 2016-002. The motion was seconded by Freeholder Painter.
4. Roll Call Vote, 5/0: Director Acton- for, Freeholder Laury- for, , Freeholder Vanderslice – for, Freeholder Painter – for, Deputy Director Cross- for. Freeholder Ware was absent.

CFO Katie Coleman stated that refunding this bond will save the County approximately \$76,000.00 in savings this year and \$330,000 over the next 10 years.

ADOPTION OF 2016 SALEM COUNTY BUDGET

1. Resolution 2016-202: To Have the 2016 Budget Read By Title

Motion was made by Freeholder Laury to take this resolution off the table. The motion was seconded by Deputy Director Cross. All were in favor for a vote of 5/0.

Freeholder Laury made a motion to open the public hearing. The motion was seconded by Deputy Director Cross. All were in favor for a vote of 5/0.

Earl Gage, City of Salem - Mr. Gage appeared to share Freeholder Lee Ware's thoughts on budget. Freeholder Ware was absent from the meeting due to the recent passing of his wife. Mr. Gage said that if Freeholder Ware were at

the meeting, he would have voted against the budget. He would have voted no because of: 1. Inadequate cooperation and discussions with the unions that the freeholder board is browbeating into accepting a reduction in wages; 2. as noted in the paper, some union groups were asked to take a 28% cut in pay (He would ask if the Freeholders are taking the same pay cut? Are the professionals taking the same cut?); 3. He is totally against privatization and the method that has taken place; 4. While every administration has had difficult years in presenting a balanced budget, past administrations have not bullied and browbeaten those savings out of our employees. He went on to share that there is a better way, a Godly way, to do business in Salem County. Mr. Gage reiterated Mr. Ware's thoughts as his own and agrees there is a better way to do business.

Joe Hiles, 55 Marlton Road, Woodstown - Asked for clarity that the budget has been balanced with \$600,000 of anticipated savings on outsourcing jail medical and the 911 center even before the board had talked to the union. Freeholder Director Acton responded in the affirmative.

Mike Blaszczyk, Local 1085 President – Mr. Blaszczyk said (in reference to Mr. Gage's question if Freeholders and/or professionals were taking pay cuts) no others were taking pay cuts.

Mary Lou Chollis, Georgia Rd, Pennsville – Thanked the Freeholders for the hard work put forth for the creation of budget presented.

Janeen Kiger, Lower Alloways Creek – Getting rid of the dispatchers would destroy our county. These are people who know what they are doing to help the residents of Salem County. Outsourcing for minimum wage jobs would be crazy. If the Freeholders don't realize the worth of these people, they will remember in November.

Richard Langley, Pennsville – Questioned an article he saw in the paper that the counties were due money back from the state and asked if this money would be put into the budget. CFO Coleman said these funds were not definite and appeals are likely. Solicitor Mulligan further explained that a sum certain could not be determined and until so, the funds cannot be anticipated as revenue in the current budget.

Pat Bomba, Hawks Bridge Road, Carneys Point – Questioned the board if the budget can be established based on a contract that has not been signed. Director Acton stated that we would meet that figure one way or another.

Arnold DiTeodoro, Route 45, Mannington –New Jersey Assistance for Community Caregiving budget amount was \$500,888 in 2014. In 2015 \$50,000 was budgeted. Was the grant not used? No answer was provided but Director Acton said someone would get back to him with an answer. He further asked about the new Wawa being built in Pennsville that included a tax abatement. Director Acton explained that this is decided by the local municipality and the county does not have a seat at the table. She went on to explain other similar tax abatements including Gateway Business Park in Oldmans Township. She explained that tax appeals from 2010 are just now being heard and decided upon at the state level. He said he was taken from Carneys Point to the County 911 center less than one year ago and was told it was going to be better and now his job is being outsourced.

Rob Scardino, East Ave, Woodstown – Mr. Scardino said that rather than outsourcing, the Freeholders should be pushing for legislation in regards to municipal tax abatements. He said their livelihoods and the safety of the county are thrown to the wind by outsourcing, that's a budgetary problem. He has reviewed data received by OPRA requests, and the numbers do not add up. He sees a \$200K savings by staying status quo. The outsourcing proposal will not save money. The County retains control by bargaining with the employees currently. A change to outsource will result in losing control. Those being outsourced are county residents. It will create additional unemployment and add strain to the county. It is the Freeholders responsibility to correct the current budget problems not on the backs of the working class of the county. You are public servants and should act as so. He said the freeholders should first reach into their own pockets.

Rebecca Gower Ferguson, Fenwick Ave, Salem City – She expressed concern over the bid as there is a plus (+) at the end of numbers to indicate there are other items not included in the bid amount. Such as equipment upgrades, IT support, normal overtime except unique circumstances, etc... Have costs for unemployment to the county been considered and has a calculation been done. CFO Coleman said unemployment has been considered.

Deputy Director Cross made a motion to close the public hearing. The motion was seconded by Freeholder Laury. All were in favor for a vote of 5/0.

Motion made by Freeholder Painter to table the vote on the budget. Second by Director Acton. 5-0

CFO Coleman provided an explanation of two issues requiring an amendment to the 2016 budget.

Deputy Director Cross moved for the adoption of this (1) one resolution with Freeholder Vanderslice seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 5/0.

SPECIAL PRESENTATION

Ixp – Larry Consalvos, President and Chief Operating Officer

Question

Will IXP drop their price when the police departments leave the dispatch center? The towns have a contract with the county to do dispatching not IXP, I believe the towns have a back up plan to take back police dispatching if you move forward with this crazy idea.

Larry Consalvos – Generally when a contract is executed like this one, it would scale up or scale down. It is based upon workload, so if agencies drop out we would reduce price.

Question

Will the new company be hiring any of the current dispatchers? If so, how many?

Larry Consalvos – We welcome as many who would like to apply. There is a lot of experience and talent in the County. We toured the 911 communications facility which is great and we would certainly welcome those employees who would like a career with iXP to apply.

Question

Do they have experience with Nuclear plants?

Larry Consalvos – None of our current sites have nuclear power plants within their communities. We provide managed services for Exelon energy who owns 43% of the Salem facility. Our employees at Exelon are NARC and CIV trained. We would certainly bring training here at no cost to the county if it was necessary. When an event does occur, our folks would follow the correct policies and procedures which are in place now.

Question

Please share the information you obtained in your due diligence on IXP performance on the Key Performance Indicators for their NJ Based current and prior contracts.

CFO Coleman -

How did they improve service for the clients?

Larry Consalvos – We work on their performance based contract. Each month we produce statistics which will answer the call answering time and dispatching high priority calls. We have met these metrics at all of our sites over the past 7 years.

Question

How would someone with little to no experience react to a potential situation at Artificial Island?

Larry Consalvos – Our folks would not have little to no experience. They would be coming out of the group of employees who are currently working at the center or there would be new hires who are trained, monitored and managed until they were certified and ready to handle any event that would happen inside the County.

Question

How many FEMA run nuclear response drills have your employees at a 911 Dispatching Center actually participated in?

Larry Consalvos – None.

Question

How did iXP employees performance directly impact the objectives of the drill?

Larry Consalvos – We have not done any drills since none of our clients have nuclear facilities in their areas. We however do have client who have larger population, larger workload and have had natural disasters such as the blizzard and ice storm and other horrific events. A client in Connecticut has 85,000 thousand folks and also a client in Georgia has over 300,000 people. We have always performed to our contract metrics and exceeded it. We have never asked for over time.

Question

What are other type of emergency drills do you participate in?

Larry Consalvos – All real life emergencies that may bring in FEMA or any type of emergency management we participate in. Two years ago in Atlantic was the PGA tour where we set up a secondary 911 center operation. All calls relating to the tour was handled on site.

Question

Would you be able to provide a letter of recommendation from FEMA although it was not a scored drill and any other exercises you may have dealt with?

Larry Consalvos – I can certainly ask our clients from Atlanta when the ice storm occurred.

Question

Are you able to provide a letter of reference from a representative from the NJSP, whom iXP 911 Call Center Employees directly worked with during a scored drill?

Larry Consalvos – Certainly. We have to go through the tactical training, state and national crime training. We are required to pass the state police training and meeting New Jersey standards and certifications.

Question

How many counties do you provide service to that include all three of our disciplines (Fire, EMS and Police)?

Larry Consalvos – Inside our land operations, we have some clients who are actually bigger than the County here. Atlanta operation we have 2 counties involved. We also provide Fire, EMS, and Police to all of our clients.

Question

How many Countywide 911 Call Centers do you operate in the United States?

Larry Consalvos – As a separate distinct County, none.

Question

What do you consider your biggest challenge in staffing 911 call centers?

Larry Consalvos – We would like to hire locally within the County who would like a career opportunity with iXP within Salem County or another location. We are not a low wage or minimal wage company. We pay higher then prevailing wage cost, a great benefit plan with blue-cross blue shield, and a 401k with a company match.

Question

What information did you OPRA request, or otherwise review, to come up with your calculated savings to the County?

Larry Consalvos – We did not request any information, but instead used all information that was readily available online, the budget, stories, news articles.

Question

IT Support?

Larry Consalvos – We would be more than happy to provide IT support.

Question

Overtime?

Larry Consalvos – Overtime is based on staffing models and workload. There will be no overtime charges to the county.

Question

What year did you begin providing staffing services for 911 dispatch centers?

Larry Consalvos – 2009.

ADMINISTRATIVE COMMITTEE – Acton, Vanderslice, Painter

R. 2016-217

ADMINISTRATIVE

Resolution Authorizing The County Of Salem To Enter Into A Lease Agreement With Satya Sankap, LLC, Trading As Dollar Dream

R. 2016-218

ADMINISTRATIVE

Resolution Amending R. 2016-1 For The Adoption Of The Rules To Govern The Salem County Board Of Chosen Freeholders For The Year 2016

Freeholder Vanderslice moved for the adoption of these (2) two resolutions with Freeholder Painter seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 5/0.

EDUCATION/EMPLOYMENT SERVICES COMMITTEE – Painter, Acton

R. 2016-219

EDUCATION/EMPLOYMENT

Resolution Appointing Members To The Salem County Board Of Social Services (Veronica Merriel)

R. 2016-220

EDUCATION/EMPLOYMENT

Resolution Appointing Members To The Board Of Education OF The Special Services School District And The Vocational School District Of The County Of Salem (Earl Ransome & Linwood Donelson)

Freeholder Painter moved for the adoption of these (2) two resolutions with Deputy Director Cross seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 5/0.

HEALTH & HUMAN SERVICES COMMITTEE – Vanderslice, Painter, Laury

R. 2016-221

HEALTH & HUMAN

Resolution Authorizing Freeholder Director And Clerk Of The Board Of Chosen Freeholders For The County Of Salem To Accept The 2016-2017 Right To Know

R. 2016-222

HEALTH & HUMAN

Resolution Awarding A Contract To Mid-Atlantic States Career And Education Center For Providing Certified Home Health Aide Services To The Disabled And/Or Elderly Residents Of Salem County

R. 2016-223

HEALTH & HUMAN

Resolution Acknowledging The Standardized Board Resolution Form From The New Jersey Department Of Human Services

R. 2016-224

HEALTH & HUMAN

Resolution Awarding A Contract To Bayada Home Health Care, Inc. For Providing Certified Home Health Aide Services To The Disabled And/Or Elderly Residents Of Salem County

Freeholder Vanderslice moved for the adoption of these (4) four resolutions with Freeholder Laury seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 5/0.

COMMUNITY SERVICES COMMITTEE – Cross, Ware

PUBLIC SAFETY COMMITTEE – Cross, Laury, Vanderslice

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS COMMITTEE – Ware, Cross,

R. 2016-225

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS

Resolution Authorizing The Proposed Acquisition Of A Development Easement On Harrell Farm Upper Pittsgrove Township

R. 2016-226

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS

Resolution Authorizing The Proposed Acquisition Of A Development Easement On DuBois Farm Pittsgrove Township

R. 2016-227

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS

Resolution Authorizing The Proposed Acquisition Of A Development Easement On Seery Farm Upper Pittsgrove Township

R. 2016-228

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS

Resolution Authorizing The Proposed Acquisition Of A Development Easement On Williams Farm Upper Pittsgrove Township

R. 2016-229

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS

Resolution Awarding A Contract For The Salem County Short Line Running Track Rehabilitation Component IIB Township Of Mannington, Salem County, NJ Contract #2016-2

R. 2016-230

TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS

Resolution Awarding A Contract For The Salem County Short Line Running Track Rehabilitation – Phase Vib Township Of Woolwich, Gloucester County NJ Salem County NJ Contract Number 2016-1

Deputy Director Cross moved for the adoption of these (6) six resolutions with Freeholder Laury seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 5/0.

PUBLIC WORKS COMMITTEE – Laury, Ware, Acton

R. 2016-231

PUBLIC WORKS

Resolution Authorizing A Written Amendment 2013 County Aid Road Program For The County Of Salem

R. 2016-232

PUBLIC WORKS

Resolution Prohibiting Normal Traffic West Main Street, County Road #675, South Broad Street, County Road #607, And Maple Avenue, County Road #634 In The Borough Of Penns Grove, Salem County

R. 2016-233

PUBLIC WORKS

Resolution To Approve Application For Motorist Solicitation Pursuant To Resolution No. 98-115 (Pittsgrove Wrestling Association)

Freeholder Laury moved for the adoption of these (3) three resolutions, with Deputy Director Cross seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 5/0.

OLD BUSINESS

NEW BUSINESS

Freeholder Cross thanks all those involved in preparing the Veterans Cemetery for Memorial Day.

Freehold Laury commented on two resolutions regarding railroad improvements and the funding to finalized upgrades is through the TIGER grants.

PUBLIC ANNOUNCEMENTS

Deputy Director Cross announced that the Firefighter graduation will take place Wednesday May 25th at 7:00pm at the Salem Community College.

PUBLIC COMMENT

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

When addressing questions concerning personnel issues with the County of Salem no names will be used at any time.

Kelly Mitchell, Mitchell Road, Woodstown – Thanked iXP for their presentation but feels that iXP is not a good fit for Salem County. She did not feel they answered the questions properly and they were not prepared. Thanked the Freeholders for tabling the budget. This is not in the best interest of the county’s safety. The Freeholders need to start listening and their actions should reflect that they are listening. Salem County should not be a guinea pig since iXP is not familiar with nuclear power plants.

Jim Mcasey , National Staff Representative for CWA – CWA represents 600,000 workers nationwide. Outsourcing is a bad idea for many reasons. It will result in jobs lost and jeopardizes the safety of residents. Part time workers will not be familiar with the areas. Part time nurses in the jail will result in smuggling in contraband and helping prisoners escape. It’s bad politics as prices are sure to rise. The CWA is going to invest fighting this issue in Salem County. The CWA is disappointed in the approach of the lead negotiator. They see disrespect in Mr. Mulligan and he is belligerent. Gleeeful and prospect of firing county employees. They are pleased that Freeholder Painter has joined the negotiations. The CWA will see to it that any Freeholder who votes for outsourcing will join these employees on the unemployment line.

Rob Scardino, East Ave, Woodstown – Thanks Mr. Painter for being the voice of reason. He questioned that if emails were due by 3:00 pm to have their questions included in the iXP presentation why wasn’t his included when it was sent at 2:27. He questioned how many employees affected are Salem County residents? As a firefighter, he relies on information from the dispatchers. Outsourcing will create tremendous liability and law suits.

Jeff Bowling, Two Penny Run, Pilesgrove, NJ – Questions the various numbers published as provided by CFO Coleman and Fran Grenier. Director Acton explained that certain numbers included indirect costs. Numbers have been retracted. OPRA requests and presses releases do not reflect the same amounts. Based on OPRA documents, the savings from iXP is only \$125,000 and this is sure to be reduced due to the exceptions included in the bid. As Chief of Reliance Fire Company, the 911 center is the only way the county supports the volunteers directly. These volunteers provide free labor to the county residents. What will the cost be when those volunteers no longer volunteer as the county alienates those volunteers? In the past, he never questioned the support of the county Freeholders. What has changed that the Freeholders now disrespect the county volunteers?

Pat Bomba, Hawks Bridge Rd, Carneys Point – Considering the RFP, was due diligence done as they have no experience with nuclear and petro-chemical plants? Salem Nuclear is the second largest in the country.

BJ Ayars, Elsinboro – Everyone has witnessed the economic downturn. We all care about our community and we are not experiencing economic recovery. We need to work together for recovery. What’s changed over the last two years to change the direction of county 911. She quoted articles where Freeholders showed support for 911 services and a commitment towards providing safety to county residents and no layoffs.

Patricia Danner, Green St, Woodstown – continued reading Mrs. Ayars statement of media quotes supporting 911 services. Freeholder board should provide equal support for all EMS dispatching and equal resources. We should not turn back the process. Articles were quoted in which it was the desire of the Freeholders to bring all dispatching under one roof for the entire county.

Shawn Ferguson, Fenwick Ave, Salem – Continued reading Mrs. Ayars statement. Amounts for dispatching services from the various communities were read. The county has tried to reach an agreement with Penns Grove. Towns have negotiated in good faith for county dispatch and now the county is changing terms. Towns may choose to leave the county 911 center and dispatch locally again. Why should anyone trust the county to keep up their end of the bargain. The freeholders are urged to listen to the wishes of the county residents.

Jack Ayars, Elsinboro – Retired chief of operations of the 911 center – Urges the freeholders to not outsource the 911 center. They have worked too hard to turn it over to an outside agency.

Joseph Checkley – Nuclear Executive Board Representative for the IBEW Local 94 representing 4,600 members – For the continued safety of their members, they support the local CWA and nursing staff.

Denise DiTeodoro – What are you going to do when you need emergency services and you call and the person on the other end doesn’t know you? Who are you going to call when the new business does not meet the state’s standards and is removed. She has heard that two freeholders have said they do not support outsourcing and asks them to stand up against outsourcing.

Dave Butler, Woodstown – Who will pay for staffing of the mobile command center for community events? Who will pay for maintenance of towers? He said staff needs to stay off their cell phones during Freeholder meetings.

John Leddon, Jr., Woodstown - As he listens to iXP and the wages they pay, he questions how are they able to save the county money. It sounds like a low ball bid and future prices will increase.

Patty Bomba, Carneys Point – She supports the 911 staff. She has a lot of gratitude and respect for these employees. She says the current board has made many poor decisions including layoffs while new positions and raises were handed out. She was outsourced from four committees that she served on. She accused Director Acton of making her decisions all political. Outsourcing would be the worst decision that this board could make. Decision should be personal not political.

Rob Scardino, East Ave. Woodstown – Questioned if Roberts Rules of Order are used. The Clerk of The Board Crouch explained that the Freeholder Board adopts procedural rules each year which dictate the amount of time each person is given during public comment. Solicitor Mulligan further explained that Roberts Rules of Order are for the running of the public meeting, not the ability to engage in public debate and comment. Those are dictated by the rules of the board which are voted upon annually. The public does not have rights under Roberts Rules. He questioned if one of the members of iXP is a retired state trooper and if that is a conflict of interest since the current head of the 911 center is a retired state trooper.

Melissa Sites, 56 Quinton Alloway Rd – There are 44 dispatchers, 26 spouses, and 39 children affected by the decision to outsource. In addition to being dispatchers, many volunteer for emergency services within their communities. They are well trained and informed to respond in the event of an emergency. Each dispatcher is required 308 hours of training while iXP only requires 200 hours. They are a technology company, not an emergency service provided. Its time to stop, think, and save a life.

Ed Voyles, Carneys Point – When Carneys Point negotiated with the county for dispatch services, they did so in a good faith effort that their dispatchers would be employed by the county. That was a very important factor in Carneys Point’s decision. Has Carneys Point been contacted and informed and will their contract be honored since it has been less than a year? Freeholder Cross responded that the mayor of Carneys Point had been contacted.

Rebecca Gower Ferguson, Fenwick Ave, Salem – She does not think that iXP is the right fit for our community because of the nuclear power plant. She called the NRC who directed her concerns to FEMA and the NJ State

Police Office of Emergency Management. She is concerned that they have no experience in running scored nuclear emergency drills. She requested her all of her emails be considered. She would like to know the anticipated cost to return dispatching to the county in the future should iXP break the contract. She would like to know the anticipated costs if 100% employees took unemployment. They (iXP) does not know our needs better than we do. We need to listen to our local experts. Numbers from OPRA request 2523166.93. iXP's bid does not include all costs and if it did she believes the budget shortfall would be much smaller than it currently is. She encouraged all Freeholders to please check the numbers yourself.

Lee Butcher, 199 Route 45, Mannington – He is the oldest and longest serving fire chief in Salem County. Last living member of the radio committee formed in the 1950's to bring radio communications to the county. Mr. Butcher gave a history of radio service for emergency services. Gloucester County does not have the modern equipment that Salem County has. He is able to do dispatching locally immediately.

Joe Hiles, Marlton Rd, Woodstown – Questioned Director Acton is she is proud of a budget that lays off 50 employees? Director Acton responded that she was proud of the hard work put forth to provide the budget and to overcome loss in rates of over \$200M. Mr. Hiles reminded the Freeholders that not all parts of government are profitable. Roads must be maintained, laws must be enforced. Emergency calls must be answered. IXP ceases to exist without a profit. Do you think they can dispatch better, as good, or worse than current employees. Director Acton said if iXP hired the current employees she would expect the services to continue at least as good as. Mr. Hiles questioned if there was any guarantee that the current employees would be hired. iXP representatives responded that all employees are encouraged to apply. Director Acton pointed out that past practices of iXP was to hire back employees. Mr. Hiles pointed out that the Lawrence Township operation hired back one employee. Director Acton said she had been in touch with East Windsor. Director Acton said if the employees were hired back the services would be just as good if not better. Mr. Hiles stated that if that were the case the board must feel that Sheriff Miller and Undersheriff Cuzzupe could be doing a better job. Director Acton explained that this process is exploratory in order to make an informed decision. This is a fact finding mission and they are doing their homework.

Carolyn Shoemaker, vice president of CWA local 1085 – She has negotiated contracts with the county since 1975 and says this is the worst she has ever seen. She explained past practice to see both sides share their proposals and try to meet in the middle ground. At no time has the CWA be requested to provide their proposal. This is the start of having no local employees working for the county. She said if the people did not come to work for a week, the county would shut down. They are essential to the operations of the county. The county is making demands. There is no negotiations. She appreciates the addition of Freeholder Painter to the negotiations process.

Greg Winfield, Pennsville – He does not envy the job putting a budget together. Will the new employees know: where is Simpkins Lane? What's a CVA? Code 22? Why rely on new hires when we already have trained staff to protect the residents of Salem County. There is apparent opposition within the freeholder board and appreciates those that are standing up for not outsourcing. Please do not dispatching into a for profit, corporate greed.

Pamela McFadden, 175 Penns Grove – Auburn Rd, Carneys Point – Works as a county dispatchers for 23 years and an EMT for 25 years. You need good backing and people who know what you need. The dispatchers know the situations and know when to send the police if necessary. She thanked Mrs. Eichmann for attending and said if Forrest Eichmann would never have let this happen. How will the proposed change of minimum wage to \$15 / hour affect this proposal. iXP explained that no rates are below \$15 / hour.

Pat Hassler, Salem – Is Salem County bound by the service contract act that governs the minimum wages by employment category for this area? When the cost was considered under the service contract act, were the minimum wages considered. Under this act, \$4.27 per hour is added to those rates for health care. Where these factors taken into consideration. RN's, for instance, are required \$32.77 plus \$4.27. With these amounts, it does not seem logical that any savings will occur by outsourcing the nursing staff. In addition, he discussed right of first refusal. Under the service contract act, all of the employees in question have a right of first refusal.

Freeholder Director closed by thanking everyone for attending.

Director Acton thanked everyone for their comments and announced the next meeting will be held on June 8, 2016, at 4:00 PM at the Olde Courthouse located at 104 Market Street. Salem, New Jersey. There will be no workshop meeting prior.

Deputy Director Cross made a motion to adjourn the meeting, second by Freeholder Painter.

The adjournment carried by hand vote of 5/0 at 6:15 p.m.

Respectfully submitted,
Kevin Crouch, Clerk of the Board