

**SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS  
JUNE 15, 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.

**OATH OF OFFICE** – Freeholder Melissa L. DeCastro by Honorable Gilda T. Gill, County Clerk

On Roll Call, the following Freeholders were present: Deputy Director Cross by tele-conference, Freeholders DeCastro, Laury, Painter, Vanderslice, Ware and Director Acton.

Motion was made by Freeholder Laury to dispense with the reading of the minutes of the June 1, 2016 Regular Meeting and June 8, 2016 Special Meeting. Minutes be received, approved and recorded in the Minute Book. As there was no discussion, the motion was seconded by Freeholder Vanderslice and carried by hand vote of 7/0.

**WAIVER OF THE RULES**

Motion was made by Freeholder Laury to waive the rules of the board for the 11 forgoing resolutions and add them to tonight’s agenda. The motion was seconded by Freeholder Painter. Motion carried a hand vote of 7/0.

**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 7/0.

**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. Freeholder Painter abstained.

**ADOPTION OF ORDINANCE 2016 - 004**

AN ORDINANCE OF THE BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF SALEM, STATE OF NEW JERSEY AUTHORIZING THE GUARANTY BY THE COUNTY OF THE PAYMENT OF THE PRINCIPAL OF AND INTEREST ON THE COUNTY-GUARANTEED LEASE REVENUE REFUNDING BONDS (COUNTY GLASS BLOWING PROJECT) TO BE ISSUED BY THE SALEM COUNTY IMPROVEMENT AUTHORITY IN ONE OR MORE SERIES IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$1,750,000 FOR DEBT SERVICE SAVINGS AND FOR THE PURPOSE OF PROVIDING ADDITIONAL SECURITY FOR THE PAYMENT OF SAID BONDS; CONSENTING TO SUCH FINANCING AND DETERMINING CERTAIN OTHER MATTERS IN CONNECTION THEREWITH

1. Freeholder Laury made a motion to open the public hearing. The motion was seconded by Freeholder Vanderslice.
2. Freeholder Painter made a motion to close the public hearing. The motion was seconded by Freeholder Laury.
3. Freeholder Laury made a motion to adopt Ordinance 2016-004. The motion was seconded by Freeholder Painter.
4. Roll Call Vote, 7/0: Director Acton- for, Freeholder Laury- for, , Freeholder Vanderslice – for, Freeholder Painter – for, Deputy Director Cross- for, Freeholder DeCastro- for, and Freeholder Ware- for.

**ADOPTION OF 2016 SALEM COUNTY BUDGET**

R. 2016-202

ADMINISTRATIVE

Resolution To Have the 2016 Budget Read By Title

Motion was made by Freeholder Laury to take resolution 2016-202 and the 2016 Salem County Budget off the table. The motion was seconded by Freeholder Painter. All were in favor for a vote of 7/0.

Motion was made by Freeholder Laury to adopt resolution 2016-202. The motion was seconded by Freeholder Painter. All were in favor for a vote of 7/0

R. 2016-235

ADMINISTRATIVE

County of Salem Resolution To Amend 2016 Budget

Freeholder Painter moved for the adoption of this (1) one resolution with Freeholder Laury seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 7/0.

**2016 SALEM COUNTY BUDGET**

Freeholder Laury moved for the adoption of the 2016 Salem County Budget with Freeholder Painter seconding his motion.

Freeholder Vanderslice stated that he has been very involved with the budget process, and as it has progressed he has been feeling less and less comfortable with the budget. He took a step back from the budget and looked at it entirely and deciding this is a very troubling budget and that he will be voting against the adoption.

Freeholder Painter stated that the Board has been negotiating good faith effort with this budget. This amendment to the budget does not include outsourcing as we continue to work collaborative and optimistic way for this group to solve what is troubling times. There is no doubt that times are hard right now in 2016 and that it will be more difficult come 2017. Our intentions are to meet the needs of the taxpayers of Salem County.

Freeholder DeCastro stated for clarification that this amendment to the budget does not include outsourcing. Contracts are still in negotiations but there are absolutely no provisions for outsourcing. We want to do what is best for the community, feel free to speak to me with any concerns or questions you may have.

Freeholder Ware commended everyone on their efforts during this budget process. He stated that everyone has heard his feelings several times the last couple of months on the 911 situation, privatizing in general, the suspension of the two cent dedicated tax, the potential of job layoffs, and a budget that is not sustainable. He will not be rehashing that tonight. He continued on state that world wars are caused by a lack of communication. If everyone did a better job of communications with a kinder, gentler approach with 911, the nurses at the jail, our unions, and the farm community, everyone would feel a little better about things right now. It is shameful what this Freeholder Board has put our loyal-dedicated employees through the last 3 months and it has had a profound effect on people's lives and their families. With all the evil out there in today's world, you cannot put a price on public safety and security. Freeholder Ware ended stating that with a surplus that has been taken to dangerous levels that will be hard to replenish and a 9 cent tax increase, I will be voting against this budget,

Director Acton stated that the budget has been the most difficult and challenging process. We will continue to explore all options that are available to us. Because of the loss of ratable, increase of health benefits and just fixed costs in general of doing business, we are forced to make very tough decisions that did not come lightly. Even though we reached out to all department heads and went through cost saving efforts, we still have a need to raise taxes to make up the difference of the shortfall. We will continue to negotiate with our unions with good faith in an effort to keep our County expenses as reasonable as possible.

As there was no further discussion, the motion for adoption of the 2016 Salem County Budget, Roll Call Vote, 5/2: Director Acton- for, Freeholder DeCastro- for, Deputy Director Cross- for, Freeholder Laury- for, Freeholder Vanderslice- against, Freeholder Painter – for, Freeholder Ware – against.

**ADMINISTRATIVE COMMITTEE – Acton, Cross, Painter**

R. 2016-236

ADMINISTRATIVE

Finance Resolution Cancellation Of Check (R.B. Tire Center Inc. - \$75.00)

R. 2016-237

ADMINISTRATIVE

Resolution Authorizing The Submission Of A Layoff Plan To The NJ Civil Service Commission

R. 2016-238

ADMINISTRATIVE

Resolution Authorizing An Agreement Between The County Of Salem And The Arc Of Salem County Concerning A Program To Provide For ADA Compliance And Infrastructure Improvements

R. 2016-239

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 (Waiver Required)

R. 2016-240

ADMINISTRATIVE

Resolution Amending R. 2016-44 Resolution For The Appointment Of Members to the Salem County Veteran Advisory Board (Waiver Required)

Freeholder Ware asked for R. 2016-237 to be voted on separately.

Freeholder Painter moved for the adoption of R. 2016-236, 2016-238 thru R 2016-240 with Freeholder Laury seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 7/0.

Freeholder Painter moved for the adoption of R. 2016-237 with Freeholder Laury seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 5/2 with Freeholder Vanderslice and Ware against.

Stacy Pennington, Director Of Operations stated that along with other cost cutting measures, three departments either eliminated staff or reduced hours. Three people are being laid off from the Sheriff's Dept, one person in the surrogate's office is being reduced to 28hrs per week, and two people in public works are being reduced to 28 hours per week. The layoff/reduction in hours was part of the budget process where individual departments were task to find areas of savings. The plan will be sent to Civil Service for approval on June 16, 2016. Civil Service has up to 30 days to approve or deny the plan.

**EDUCATION/EMPLOYMENT SERVICES COMMITTEE – Painter, DeCastro, Acton**

R. 2016-241

EDUCATION/EMPLOYMENT

Resolution Amending R. 2016-69 Resolution Appointing Members to the Salem County Board of Social Services (Waiver Required)

R. 2016-242

EDUCATION/EMPLOYMENT

Resolution Amending R. 2016-70 Resolution for the Appointment of Members to the Cumberland/Salem Workforce Investment Board (WIB) (Waiver Required)

R. 2016-243

EDUCATION/EMPLOYMENT

Resolution Amending R. 2016-71 Resolution Appointing Freeholder Members to Various Committees And Commissions (Waiver Required)

Freeholder Painter moved for the adoption of these (3) three resolutions with Freeholder Laury seconding his motion.

Director Acton stated that reason for so many amending resolutions is to re-add Freeholder DeCastro to various committees and commissions.

As there was no further discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 7/0.

**HEALTH & HUMAN SERVICES COMMITTEE – Vanderslice, Painter, Laury**

R. 2016-244

HEALTH & HUMAN

Resolution Authorizing Freeholder Director And Clerk Of The Board Of Chosen Freeholders For The County Of Salem to Sign The 2016-2017 County Environmental Health Act Grant Application

Freeholder Vanderslice moved for the adoption of this (1) one resolution with Freeholder Ware seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 7/0.

**COMMUNITY SERVICES COMMITTEE – DeCastro, Vanderslice, Ware**

R. 2016-245

COMMUNITY SERVICES

Resolution Supporting The Recommendation Of The Inter Agency Council In The Distribution Of \$123,639 In Funds During The Period July 1, 2016 To June 30, 2017 Under The Comprehensive Emergency Assistance System, Social Services For The Homeless, Tanf Homeless Initiative, And Fees For The HMIS Reporting System

R. 2016-246

**COMMUNITY SERVICES**

Resolution Amending R. 2016-68 Resolution For The Appointment Of Members To The Commission On Women(Waiver Required)

R. 2016-247

**COMMUNITY SERVICES**

Resolution Amending R. 2016-85 Resolution Appointing Freeholder Liaison To The Salem County Improvement Authority(Waiver Required)

Freeholder Laury moved for the adoption of these (3) three resolutions with Freeholder Vanderslice seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolutions carried a hand vote of 7/0.

**PUBLIC SAFETY COMMITTEE – Cross, Laury, Vanderslice**

R. 2016-248

**PUBLIC SAFETY**

Resolution Authorizing Contract For Expert Opinion Services For The Salem County Prosecutor’s Office

Freeholder Laury moved for the adoption of this (1) one resolution with Freeholder Ware seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 7/0.

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

R. 2016-249

**TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS**

Resolution Amending R. 2016-87 Resolution Appointing Members to the Salem County Agriculture Development Board(Waiver Required)

R. 2016-250

**TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS**

Resolution Amending R. 2016-88 Resolution Appointing Members to the Cultural and Heritage Commission (Waiver Required)

R. 2016-251

**TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS**

Resolution Amending R. 2016-89 Resolution for the Appointment of Members to the Salem County Open Space Advisory Committee (Waiver Required)

R. 2016-252

**TRANSPORTATION, AGRICULTURE & CULTURAL AFFAIRS**

Resolution Amending R. 2016-90 Resolution Appointing Members to the Salem County Tourism Advisory Council(Waiver Required)

Freeholder Ware 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 resolutions carried a hand vote of 7/0.

**PUBLIC WORKS COMMITTEE – Laury, Ware, Acton**

R. 2016-253

**PUBLIC WORKS**

Resolution Awarding A Contract For Centerline Rumble Strip Installation For The County Of Salem Federal Project #HSP-COOS(762)CON NJDOT Job #7100324

Freeholder Laury moved for the adoption of this (1) one resolution with Freeholder Ware seconding his motion. As there was no discussion, the motion for adoption of the foregoing resolution carried a hand vote of 7/0.

Deputy Director Cross asked to recuse himself from the remainder of the meeting since all official business has been finished.

**OLD BUSINESS**

## **NEW BUSINESS**

Freeholder DeCastro stated that she appreciates everyone being at this afternoon's meeting to help and support the community.

## **PUBLIC ANNOUNCEMENTS**

Freeholder Painter stated that tomorrow at 7:00pm is the Vocational Technical High School graduation.

## **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.

Michael Smith, Carneys Point – Michael introduced his two daughters. He told a short story about an emergency involving his two daughters going missing. He called 911, and felt comfortable that he had a friend on the phone who knew where he lived when Michael was having a hard time speaking. The dispatchers efficiently took the call and within minutes his two daughters were found safe and sound. He was personally reached out at a later time from a dispatcher to assure he was ok. He thanked the dispatchers for all their hard work and dedication to their job and community.

Rebecca Gower Ferguson, Fenwick Ave, Salem –Rebecca thanked the Board of Chosen Freeholders for all their hard work and tough decision making. She also stated that she learned a lot through this entire process and also learned there are many resources in our local community who should be looked upon at being leaders for future committees. Rebecca asked the following questions in regards to the budget and asked for clarification from CFO Katie Coleman:

1. Why did the budget go over?
2. Salary and Wage Increases, why was this overspent?
3. Charges from 2011 – 2016, from \$45,000 to now 1 million
4. Emergency appropriations – People in this room can help think of better options for cost saving measures.

Rebecca thanked Freeholder Painter for attending the meetings in regards to contract negotiations and commends his efforts. She also welcomed Freeholder DeCastro to the Board and looks forward to working with you.

Roxanne Decktor, Woodstown – Made comment about the public banking system in North Dakota and how having a similar banking technique can possibly help not only the County of Salem but the State of New Jersey as well.

Ed Brilly, Salem – Stated that he is the captain of the Washington Fire Company. He thanked the board for considering all the input from the community. The Fire Chiefs of Salem County will stand against outsourcing. We will continue to support our dispatchers and health care professionals at the jail. This Freeholder Board is in place to represent the residents of Salem County. We will continue to urge you to do the right thing as we move forward. I can only hope these past 3 months are not some political poise. Mr. Brilly stated there is a snake in your woodpile.

Patty Bomba, Carneys Point – Asked Director Acton questions in regards to the PASP Program. Director Acton referred to the Director of Health and Human Services Rita Shade. Mrs. Bomba asked if the County was still participating in the PASP program. Health Director Shade informed Mrs. Bomba that yes the County is still participating. Mrs. Bomba asked how much money is kept out of that for Administration purposes. Health Director Shade replied roughly \$12,000.00. Mrs. Bomba asked if the County was in the process of dropping clients from the PASP program because clients are confused. Health Director Shade informed Mrs. Bomba no, they are actually in the process of going through a process to bring in more clients. Director Acton thanked them both for bringing it to her attention. Patty also welcome Freeholder DeCastro to the Board and stated the entire Board of Freeholders owes everyone a huge apology.

Andrea Jones, Elsinboro – Stated that in 2012, she had to make a dreaded call to the 911 Center that her home was on fire. The dispatchers quickly had first responders alerted and to the scene. Since then, there has been numerous boating accidents at Barbers Basin, and still these dispatchers are quick and efficient. Andrea thanked all the dispatchers for their continued hard work and told the Board they need to start supporting the people who supported them.

Catherine Gralley - Mrs. Gralley works for two programs in the County: Family Enrichment Program which works with 210 families in this County and the State Family Resource Network. As she has watched the miscommunications of the County unfold, it is time to step back and begin at the backbone and listen to the expertise of the residents of this County. There should have been informal committees made before we got to this point. The budget should be solved as a County wide effort, not just 7 Freeholders.

Mike Stites, Quinton – Mike defined the term leader. He stated that there has been unrealistic demands at the negotiations meetings. He also asked why the Freeholder Board has not volunteered to take a pay cut yet and to stop balancing the budget on the backs of the jail medical nurses and 911 center employees. The Freeholder Board was elected by the residents of Salem County to make decisions, not the Republican Party Chairman, CFO, or County Solicitor or anyone else looking to satisfy their own personal agendas. He asked why the Board has not been reaching out to the municipalities asking their opinions on outsourcing. It was mentioned that Quinton Township, comprised of all republican elected officials has not been approached with information regarding outsourcing and that Mr. Stites speaking on their behalf, states they are all against outsourcing. There was no recognition of PST Communications Week by the Freeholder Board this year as done in the past along with the recognition of Employees where you would have faced myself, a 20 year old dedicated employee. This is not the type of leadership I am looking for.

Mr. Hiles, Marlton Rd, Woodstown – Mr. Hiles gave his condolences to Freeholder Ware and his family. He also welcomed Freeholder DeCastro to the Board and looks forward to working with her. Joe stated that the lack of communication of this current Board is sad and unfair. He hopes to open lines of communications because employees are also taxpayers. Mr. Hiles asked if anyone researched the owner of IXP Larry Consalvos and that you may find that in May of 1985, upon the death of a female, Mr. Consalvos resigned as public safety director of Fort Wayne, IN. He resigned due to an evidence scandal. Mr. Hiles stated that he fights so hard at the negotiation meetings and freeholder meetings, not for his benefits, but for the benefit of residents such as Mrs. Jones and Mr. Smith. We want everyone to know we are here for Salem County to help protect them.

Doug Hogate, Salem City – Asked what happens with the contract with municipalities if you choose to outsource.

Director Acton stated that the Freeholder Board listened to everyone's concerns and are not doing any type of outsourcing for the 911 center and commended everyone for supporting each other.

Mr. Mcasey, National Staff Representative for CWA – Mr. Mcasey thanked everyone in the crowd for being so inspiring. He also thanked those Freeholders who were against outsourcing. He stated if this issue arises again, the CWA will be back to help support those employees. Jim also asked if the \$600,000.00 was reached by cuts in the budget. D

Director Acton responded that County taxes were raised to balance the budget.

Mr. Gant, Pennsville – Stated that the news of not considering outsourcing anymore is refreshing. The union negotiations still have a long way to go. Mr. Gant asked what the deferred charges in the budget are from 45 thousand to now 1 million today.

CFO Katie Coleman stated that they are almost a direct result of increases of overtime at the jail and the 911 center.

Melissa Sites, 56 Quinton Alloway Rd – Thanked Freeholder Ware for his constant support and welcomed Freeholder DeCastro to the Board. She thanked the Board for taking away the thought of outsourcing and asked to obtain a copy of the overtime charges.

Shawn Ferguson, Fenwick Ave, Salem – Asked when the bid will end for IXP?

Director Acton stated the bid is over with and off the table for consideration.

Mrs. DiTeodoro – Mrs. DiTeodoro welcomed Freeholder DeCastro, thanked Freeholder Vanderslice for stepping up and also thanked Freeholder Ware for his overall support. She continued on to thank Director Acton for taking outsourcing off the table and asked if this will be reconsidered come January.

Director Acton stated that outsourcing the 911 center has been taken off the table permanently.

Shawn Torres, Woodstown – Stated that she was working the day the call came in for the fight at Penns Grove High School December 4, 2015. She was notified by Penns Grove police to call for back-up, and knew by the tones of their voices the situation was bad and the State Police were called for assistance. A private company would never be able to recognize a tone of that sort. At the end of the day, all the dispatchers want all of our first responders and law

enforcement to be able to go home to their families. Shawn thanked the Freeholders again for not outsourcing a job that she loves.

Casey Dwyer, Woodstown – Stated that she is not politically affiliated. She continued to state that the dispatchers behind her deserve credit for what they do. She is a first responder who had a personal accident. The dispatchers kept her mother calm while the ambulance were called. The ambulance never received that call and if it was not for her captain personally calling her and finding out she was still waiting, things could be different today. Casey is forever grateful to Pete McEvoy. Director Acton made a comment 3 months prior that stuck with me. You stated that this is one of those times where people have to agree to disagree. Take a look around, this is not just a small problem. I proudly stand and proudly work with these people.

Carolyn Shoemaker, Vice President of CWA local 1085 – Thanked the Board for turning down the decision of outsourcing. The dispatchers are not only dedicated employees, but great people. The negotiation table has been insulting. We are seeing good people leave to no recognition or promotions and taking away good benefits, which is why people want to work for the County, is not the answer.

Director Acton stated that the outsourcing discussion is not tabled. It is not on the agenda at all.

Jeanne Kiger, Lower Alloway Creek – Jeanne stated that she is happy for all the dedicated dispatchers in the room and their families. Also stated that after the past few days, we as a County cannot afford to outsource our Public Safety. The budget needs to be revisited and cuts need to be made elsewhere.

Mr. Ayars, Elsinboro – Retired chief of operations of the 911 center – Jack wanted to confirm that the talk and discussions were completely done. Director Acton stated yes, completely done. Jack thanked the Board.

Gerald Baber, Alloway – Gerald welcomed Freeholder DeCastro to the Board. He also stated he has been a Salem County native for 50 years. He is a little emotional and overwhelmed from the discussions of all these meetings. He also stated that Salem County and Gloucester County should remain separate of each other.

Mrs. Ayars, Elsinboro – Thanked the entire Board for their decision tonight, and those who spoke up. BJ welcomed Freeholder DeCastro to the Board. She also asked the Freeholders to look at who is speaking on behalf of them, and that Facebook implied that County workers are leeches. Do not let these people speaking on your behalf be the face of your party.

Freeholder Director closed by thanking everyone for attending.

Director Acton thanked everyone for their comments and announced the next meeting will be held on July 20, 2016, at the Upper Pittsgrove Municipal Building located at 431 Route 77 Pole Tavern Circle, Elmer NJ 08318, with no Workshop Meeting prior.

Freeholder Laury made a motion to adjourn the meeting, second by Freeholder Painter.  
The adjournment carried by hand vote of 6/0 at 5:45 p.m.

Respectfully submitted,  
Kevin Crouch, Clerk of the Board