

TOWNSHIP OF HAMILTON  
6101 THIRTEENTH STREET  
MAYS LANDING, NJ  
JANUARY 24, 2014

A Special Meeting of the Township Committee of the Township of Hamilton was held on Friday, January 24, 2014 with Mayor Roger Silva presiding. Members present were Aline Dix, Amy Gatto, Rodney Guishard, and Judy Link. Also present were Michael S. Jacobs, Township Administrator, Joan I. Anderson, Township Clerk and Robert S. Sandman, township Solicitor.

The meeting opened with the flag salute followed by the Township Clerk certifying compliance with the New Jersey Open Public Meetings Law by posting a notice on the bulletin board in the municipal building and e-mailing a copy of the notice along with the agenda of this meeting to the Press of Atlantic City, Atlantic County Record, Record Journal, and Current newspapers stating this special meeting would take place in the municipal building, Mays Landing, New Jersey, at 4 PM on Friday, January 24, 2014 for the purpose of accepting bids and awarding a contract for Reassessment Services, appointment of personnel, approval of raffle licenses, and payment of payrolls and bills.

There were no early public comments on agenda items not listed for public hearing.

Ms. Gatto moved, seconded by Mr. Guishard, that the following resolution be adopted.

**RESOLUTION OF AWARD OF CONTRACT FOR REASSESSMENT SERVICES**

WHEREAS, the proposal for Reassessment Services (Bid #2014-01) from Professional Property Appraisers, 3001 Bridgeboro Road, Suite B, Delran, NJ was the only bid received; and

WHEREAS, the bid has been reviewed and evaluated by the Township Administrator, Tax Assessor, Chief Financial Officer, Mayor and Deputy Mayor and found to be responsive; and

WHEREAS, the CFO has filed a certification of availability of funds from the 2014 Temporary Budget Assessor's Office O/E appropriation with the Township Clerk,

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Hamilton that the bid of Professional Property Appraisers is accepted and the contract for Reassessment Services is awarded to them in the amount of \$297,560.00.

ROLL CALL: DIX "YES"  
GATTO "YES"  
GUISHARD "YES"  
LINK "YES"  
SILVA "YES"

RESOLUTION ADOPTED.

Mrs. Dix moved, seconded by Ms. Gatto, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that Charles Maxwell, IV, be and is hereby appointed a Maintenance/Carpenter II effective January 27, 2014 at \$35,578.55 annually per the current bargaining agreement.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "YES", NO "NO", NO "ABSTAIN" ON ROLL CALL VOTE.

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Appointment of Susan Baldosaro as Deputy CFO:

Mrs. Dix said the advertisement from the Press and on the Township website is clearly marked that CMFO certification was required in order to qualify for the job and that she understands that this candidate does not have the CMFO in place. She explained the issue she is raising is the need for a re-advertisement removing the requirement of having to have (the CMFO certification) in order to be considered; she feels many other people would have applied if the Township said they had to have the CMFO within six months, eighteen months or 24 months of the date of hire; and other people were not afforded that opportunity to apply. Mrs. Dix said she would like feedback from the solicitor because of conversations they had at the last meeting. Mayor Silva asked how many people applied. Mr. Jacobs said there were 20. Ms. Gatto asked if they were all certified. Mr. Jacobs said "no". Mr. Sandman explained Mrs. Dix raised the question to him but in subsequent e-mails from the Administration he was told payment of this work would require approval from the governing body. Mr. Jacobs explained he had contacted the Labor Attorney, Steve Barse, who stated that someone can sue the Township for anything but that I should advise the Committee that the applicant being recommended was the most qualified and that the applicant is required to obtain the CMFO certification within 18 months to keep the job. Mrs. Link asked how close (Ms. Baldosaro) is to certification and what her background was. Mr. Jacobs explained she has one class to take; it is coming up soon; then she has to take the test; and they were going to put in 18 months from date of hire which would have given her three chances to pass the test. He said she is currently employed in Vineland and she has done a lot of financial statements. Mayor Silva asked how long she has to get certification. Mr. Jacobs said she has 18 months to get it or be terminated and that will be in her letter of hire. Mr. Guishard asked if this was the only offer made. Mr. Jacobs said it wasn't. Mrs. Dix read the following statement and gave a copy to the Township Clerk: "On November 27, 2013 an employment ad was printed in the Press, placed on the Township's website and on the State League's website. The ad clearly states: CMFO required. No salary range is cited in the ads. The ad was authorized at the November 19, 2013 Township Committee meeting on a 4 to 1 vote with no salary range discussed during the meeting. To reduce the requirements from those advertised raises serious questions. I brought this to the attention of our Administrator and our Solicitor on Monday evening, January 20, 2014. I have been notified the Solicitor has not been authorized by the Administrator to offer an opinion. The key question is: how many applications would have been received if there had been a re-advertising with reduced requirements. The vacated Deputy CFO position was paid \$59,922 after 9 years. The deputy RMC is paid \$56,467 after 8 years. The vacant Certified Public Works Manager position was paid \$86,000 plus a Ford Crown Victoria car. His replacement, with 8 years' service and a glowing resume of accomplishments, was paid \$70,000. What is the impact of this agenda item on the rest of the Township Staff? I wonder if it is another serious blow to the already horrid morale! To take the offer of \$68,000 plus \$4,000 in 6 months plus health benefits package of approximately \$23,000 has to be adequate funds to hire 2 Teamster Clerks to process payroll, accounts payable and purchasing. All of this work was under the Teamsters' Contract back in the 1995-96 timeframe. Instead, we will have two management level employees to supervise one clerk." Mayor Silva said it was a Department that had only one person in it at that time who was doing the work of three people. Mr. Jacobs said he did contact the Solicitor but it was the Labor Solicitor who was appointed by the Township Committee for labor issues like this one; the Township was paying \$213,551.00 for the whole Finance Department prior to changes after losing the long-term CFO; with the current hires, the Township will be paying \$195,000.00; and the Township always had a CFO, Deputy CFO and Clerk." Ms. Gatto commented on one of the top two candidates for the position not having the certification accepting it and needing the additional bump (in salary) in order to accept the position. She said she doesn't think any other applicant without certification would be able to accept that level of responsibility at that salary.

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Ms. Gatto moved the appointment based on the recommendation. Mr. Guishard seconded it.

DISCUSSION ON THE MOTION TO APPOINT: Mrs. Dix asked what the plan would be on terminating the part-time payroll person and having this person do it because what Mr. Jacobs said didn't factor in the amount of money that is being paid for the part-time jobs. Mrs. Link said Egg Harbor Township has a CFO, Deputy CFO and two Clerks. Mrs. Dix said their Deputy was just hired in October and prior to that it was three people; it is a \$35 million budget; there are 360 people on the payroll; and their Finance Department also does Human Resources. Mrs. Link said people are going to other municipalities because the Township isn't competitive with its salaries; Finance is one of the most important aspects of the Township; it has to be good, dependable, and trustworthy information; it has to be done well and accurately; and it is too much for one CFO and one other person. Mr. Guishard said he recalled discussing it before but he didn't have details of how they worked and he doesn't think accurate comparisons can be made without having more details. Ms. Gatto said the Township lost a certified CFO who had potential to be a candidate and who went to EHT because of "morale".

Mayor Silva called for a vote on the following motion made by Ms. Gatto and seconded by Mr. Guishard:

BE IT RESOLVED by the Township Committee of the Township of Hamilton that Susan Baldosaro be and is hereby appointed Deputy Chief Financial Officer at \$68,000.00 per year with a \$4,000.00 increase after six (6) months contingent upon a successful performance review.

RESOLUTION ADOPTED WITH MEMBERS GATTO, GUSHARD, LINK AND SILVA VOTING "YES", MEMBER DIX VOTING "NO", NO "ABSTAIN" ON ROLL CALL VOTE.

Mrs. Dix moved, seconded by Ms. Gatto, that on-premises draw Raffle License #1-2014 and on-premises 50/50 Raffle License #2-2014 are hereby approved for the United Way of Greater Philadelphia & Southern New Jersey raffles to be held at the Mays Landing Country Club on February 11, 2014.

MOTION CARRIED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN".

Ms. Gatto moved, seconded by Mrs. Dix, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that all properly executed and approved payrolls and bills are hereby ordered paid, the bill list totaling \$5,448,218.11.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "YES", NO "NO", NO "ABSTAIN" ON ROLL CALL VOTE.

There being no further matters to be considered, Ms. Gatto moved, seconded by Mrs. Link, that this Special Meeting be adjourned.

MOTION CARRIED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN".

ATTEST:

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JOAN I. ANDERSON, R.M.C. TOWNSHIP CLERK