

TOWNSHIP OF HAMILTON  
6101 THIRTEENTH STREET  
MAYS LANDING, NJ  
AUGUST 4, 2008

The regular meeting of the Township Committee of the Township of Hamilton, Atlantic County, New Jersey, was held on the above date with Mayor Charles Pritchard presiding. Members present were Nelson Gaskill, Amy Gatto, Joseph Nickels III and Roger Silva. Also present were Edward M. Sasdelli, Township Administrator, Joan I. Anderson, Township Clerk, Randolph Lafferty, Township Solicitor, and Daniel DePasquale, Township Engineer.

The meeting opened with the flag salute followed by the Township Clerk certifying compliance with the New Jersey Open Meetings Law by posting a notice of this meeting on the bulletin board in the municipal building and by faxing a copy of said notice, along with the agenda of this meeting, to the Atlantic City Press, Atlantic County Record, Record Journal and Current newspapers stating this meeting would take place at 6:30pm on Monday, August 4, 2008 in the municipal building, Mays Landing, New Jersey.

A moment of silence for private reflection was observed.

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that agenda item 5.B, Old Egg Harbor Road and Pinehurst Drive traffic reports, be moved up and discussed immediately following appointment of and swearing in of new Police Officers.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that the following items be added to the agenda of this meeting for consideration and action to be taken thereon tonight:

5.D Tax Bill update.

9.E Authorize extension of John Grunow medical leave-of-absence without pay from August 4, 2008 through August 22, 2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

There were no executive session confirmations to be made.

Police Department appointments and administration of Oaths of Office

Mr. Sasdelli explained these appointments are to replace 2 officers that retired.

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that Natasha Alvarado be and is hereby appointed a full-time Police Officer at the Pre-Academy Level effective August 5, 2008 at \$37,029.75 per year.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Mr. Nickels moved, seconded by Mr. Silva, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that Paul Scapellato be and is hereby appointed a full-time Police Officer, Level 1, effective August 5, 2008 at \$49,373.00 per year.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton, that Richard T. Rocap, Jr., be and is hereby appointed a part-time Class II Special Police Officer effective August 5, 2008 at \$13.08 per hour and not to exceed 20 hours per week.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Chief McKeen said Natasha Alvarado placed #1 and Paul Scapellato placed #2 in the Township's Officer Selection Process. He gave a brief resume of the qualifications of each one.

Richard Rocap was not present and will be sworn at a later time.

The Oath of Office was administered to Officers Alvarado and Scapellato by the Township Clerk.

A brief recess was declared for picture taking and congratulations.

#### Early Public Comment on agenda items

Wayne Choyce asked if Block 801/Lot 6 was the abandoned gas station at the corner of Third Street and Cape May Avenue. Mr. Sasdelli said it is. Mr. Choyce asked if anything could be done to force the owners to clean the site up. Mr. Sasdelli said Ingrid Perez issued a ten (10) day notice to them and if they don't comply or the Township will clean it up and put a lien on the property. He said the 10 days is up next Monday.

#### Old Egg Harbor Road at Underhill Park Traffic Calming Study report

Mr. Sasdelli gave a power point presentation summarizing the traffic study report and had printed copies for the public. Printed copies are still available in the Township Clerk's office. Mr. Sasdelli explained the study was authorized because of concerns from the Recreation Board and some residents about speeding. He said Stephen Mazur from Dixon Associates did it. The study showed 1,850 vehicles per day Monday-Friday and about half that on weekends (traffic volume limit on residential roads is up to 3000 per day); the average speed was 30mph and slower at times when children were in the Park; the average number of reportable accidents was 5.2 per year over the 5½ year period January 2003-June 2008 with no indication of pedestrian traffic accidents. Dixon Associates recommended the following: (1) new center line and shoulder striping be painted throughout the length of Underhill Park; (2) new crosswalk markings be installed; (3) 6 new, neon green color crosswalk signs be installed; and (4) all outdated signs be removed upon installation of the 6 new ones. Mr. Mazur said there was a 4-5mph reduction in speed when children were present at the Park. He said he didn't see a speeding problem in the Park area.

Mr. Silva asked if there was anything visible that would have deterred drivers from going faster. Mr. Mazur said there wasn't and that most people don't realize the tubes going across the road can monitor speed. Mr. Silva asked if the volume was lower than normal for that kind of road. Mr. Mazur said it was and that he was surprised at how low the volume was. Mr. Gaskill asked what the average speed on a collector road is. Mr. Mazur said 35-50mph. He said it is 25 at the Park and at the north end, closer to Clover Leaf Lakes, there are a lot of driveways so the statutory speed limit is 25mph. Mr. Silva asked if Mr. Mazur felt his recommendations would lower the speed of the traffic. Mr. Mazur said it will make drivers more aware of pedestrians in the area and increase their awareness of the presence of children. He said when the signage is addressed it will increase drivers awareness probably even when children aren't there. Mr. Mazur commented on the Federal Highway guidelines being updated to require the bright green signs.

Mr. Gaskill said it should help when the Third Street bridge is completed because there will be more pedestrian traffic there.

Ms. Gatto said a lot of redundant signs are there now. She said that she thinks people will recognize the change and get the message when the signs are replaced with the brighter ones and the number of signs is reduced.

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Mr. Nickels explained the study was authorized as the result of concerns raised by citizens that there was an unsafe condition. Mr. Mazur said he didn't see it as an unsafe condition. Mr. Nickels said the changes will keep it status quo or better. He said he raised the issue because of the Township's recreational needs and he wanted to be sure the Township was heading in the right direction and making it as safe as possible.

Mr. Gaskill said he was glad to see that there were no pedestrian accidents in 5½ years. Mr. Mazur said the accident report covered the entire length of Old Egg Harbor Road from Route 40 to Route 50, not just at Underhill Park.

Ms. Gatto asked Mr. Sasdelli to get copies of the report to the Recreation Board to use in working on the recreation needs assessment.

#### Traffic Calming Study at Pinehurst Drive

Mr. Sasdelli made a power-point presentation on this study also. He said the same kind of study and analysis was done on Pinehurst Drive as was done on Old Egg Harbor Road. He said the number of vehicles is well under the average and it doesn't appear that there is cut-through traffic there. Mr. Sasdelli commented on a resident wanting all-way stop signs and explained the Uniform Traffic Control does not allow the use of stop signs to control speed. He said all-way stop signs require 300 vehicles per hour for 8 hours per day on each road at the intersection. The study showed 3 reportable accidents in 5½ years (January 2003-June 2008) and the annual average is 5 accidents per year; the average northbound speed was 28mph and southbound was 27mph; the average traffic volume was 382 vehicles per day (the limit per day for residential streets is 3,000); and there doesn't appear to be excessive cut-through traffic.

Mr. Mazur said he was surprised (at the results) based on the report from the one resident on Pinehurst Drive and letter to the editor stating people drive 40-50mph there. Mr. Sasdelli asked Mr. Mazur if the letter to the editor was before or after the contract for the study was awarded. Mr. Mazur said it was after the contract was awarded and 2-3 weeks after he had actually met with that resident in front of his house. Mr. Silva said that gentleman was not in the audience tonight.

Ms. Gatto asked if studies are done other than for complaint driven ones. Mr. Sasdelli explained the Township has several police officers trained in this area and when they start to see a pattern of increased accidents, speeding, traffic volume, the area is targeted and patrols are put out there to monitor it. He said studies are not just based on complaints.

Mr. Silva asked if the State and County respond when issues like this are brought up to them. Mr. Sasdelli said the County is better at responding than the State. Mr. DePasquale said you have to put the complaints in writing and it takes a lot of letters and phone calls to get anything done.

The study concluded Pinehurst Drive is a low-volume roadway with reasonable travel speeds and no traffic calming measures are warranted at this time.

There being no further questions or comments on the studies, Mr. Mazur was thanked for coming and for the study.

#### Green Task Force

Mayor Pritchard said that the Planning Board Chairman gave a presentation at the last meeting that included having a Task Force appointed to study energy efficient initiatives. He said he thought that, since the Township already has an Environmental Commission that has been very conscious about looking for energy initiatives from the beginning of the year, they might be the group to do the study and report to the Planning Board since they are an advisory Board to the Planning Board.

Mr. Nickels said he asked for the appointment of the Task Force to be tabled because he isn't a big fan of task forces when there is already a group appointed by the Township Committee to address environmental concerns of the Township. He said that in his experience the people get appointed to a task force because of an obvious or not so obvious agenda or they have nothing better to do or they want to feel important. Mr. Nickels said if you

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get good people they are gone after the second or third task force meeting because they don't want to put up with the nonsense. He said the Township Environmental Commission is as good as he has ever seen. Mr. Nickels said the quality of people on it, their understanding and the interest they have is exceptional. He said the entire "green concept" is still a work in progress. He commented on being part of the United States Green Building Council (USGBC) and said his friend Dr. Bob Peoples is head of the Green Initiative in Washington, DC. Mr. Nickels said it is in a state of flux because what is "green" to some is not to others. He cited hybrid cars as an example and said they defoliate trees because of their batteries. Mr. Nickels said the Township has a great Environmental Commission that has an interest in this. He said that they came to the Township Committee at the beginning of the year and pointed out that their charter hadn't been reviewed since 1976. He said he thought it would be insulting to them to have another "Task Force" formed to do what they were actually appointed to do. Mr. Nickels said he would like to see the Commission take this on and see how it impacts the town. He commented on talking to the Planning Board Chairman about a subcommittee from the Planning Board or Environmental Commission to speak with specific people who would be impacted by it, including people in the Industrial Park or businesses looking to move into the area. He said he finds companies looking to build now are looking to save energy costs so they are open to the concept and that the last thing they want to see is something legislated. He said if it is something that can be pointed to and advantages shown cost wise, both long and short term, incentives is the better way to go rather than creating another level of government that he doesn't think is needed.

Mr. Silva said if it wasn't done through the Environmental Commission he thought it could be a subcommittee of the Planning Board because they have a lot of people who have interacted in a lot of different projects that have come into the community and read up on things. He said Mr. Nickels comments were well taken and if is fine with him if the Environmental Commission is willing to take it on.

Ms. Gatto said she agreed with Mr. Nickels that the Environmental Commission is great and they have focused on this area but she doesn't want to lose the intent of Mr. Dahl's original request which was to have business people who do have an agenda to offer incentives for going green. She said she thought putting it in the hands of the Environmental Commission and inviting those business people to participate in the discussions, whether in personal meetings or in public at the Commission meetings, was a reasonable compromise as long as the Planning Board Chairman is happy with it.

Mr. Nickels commented on there being a lot of ways to get information in a less formal setting such as Chamber of Commerce or mixers, where you can ask someone who is a leader in that aspect of the business a question and get an answer in a relatively short time without the onus of coming before a Board or Subcommittee. He said radar is up that this is an important aspect. Mr. Nickels said he recognizes that all parties in the process understand there is a responsibility there.

Mr. Gaskill commented on not knowing if it was necessary to have a whole new Task Force and having businesses or anyone planning to build anything in town have to go through all of that. He said he thought the Planning Board can handle it.

Ms. Gatto said the intent was not to ask businesses to go green it was to gather businesses to offer incentives to residents if they participated in a recycling program or something like that.

Gordon Dahl, Chairman of the Planning Board said he used the term "task force" but the two key things were (1) it would be by incentives to get the businesses to do it and would not be legislative, (2) he didn't want to put the Planning Board in a position where they totally miss the target and doing things that, no matter how well intended, turn out to be a burden on businesses. Mr. Dahl said that whether business people from the Planning Board or from the Environmental Commission are picked or the Environmental Commission is used, he doesn't want to get into unintended consequences. He commented on the great respect he has for the Environmental Commission. Mr. Dahl said he wanted it to be an incentive and to use the Township's ordinances to encourage businesses to grow, prosper, cut expenses and do the good an environmental job that they can. He said that however the Township Committee works it out is fine with him as long as he gets the balance.

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Mr. Nickels said the Environmental Commission is advisory to the Planning Board. He said that woman spoke about LEED but kept calling it Leeds when they came to the governing body at the beginning of the year about this and the Commission members corrected her and pointed out how far ahead of the curve Hamilton Township is. Mr. Nickels said he has watched them and they do their job magnificently. He said this would be a great way for them to move forward and as they bring it to the Planning Board, the Board can accept, reject or modify anything the Commission brings to them. He said that seemed to be the best place to start and stop with this. Mr. Dahl said they could have an open public forum, invite the business community and do a presentation in front of them. He said that he just wanted to make sure there are no unintended consequences of changing an ordinance to get to the goal line and there are penalty flags all over the place.

Ms. Gatto said it might be prudent for the Planning Board to give that task to the Environmental Commission in the way they want the Commission to examine it. She suggested it include a note to engage the Merchant's Association and any other Chambers' of Commerce in the area that might bring in the business aspect that the Planning Board wants.

Mr. Nickels said Mr. Dahl knows that, with him less is best. Mr. Dahl said he agreed with the philosophy.

Mayor Pritchard suggested there could be an informal discussion with the Chairman of the Environmental Commission who is on the Planning Board to run it by him before or after the next Planning Board meeting.

#### 2008 Revised Salary Ordinance

Mr. Sasdelli explained the proposed ordinance was on the discussion agenda because he wanted to say a few words about it first. Mr. Sasdelli said when this Township Committee was sworn in, led by the Personnel Committee which is the Mayor and Ms. Gatto, they told him to evaluate the situation. He explained the existing Ordinance, Chapter 60-3 of the Code is from 1988 and they wanted to make sure the Township organization is up to speed and the way it is organized streamlined and efficient. Mr. Sasdelli said he did that and when he reported to the Committee in May, they approved the recommended reorganization plan. He said that was the first step; the salary ordinance is the second step and the third is the Administrative Code. He said the salary ordinance formalizes the reorganization plan in stating what the departments are, the divisions within those departments and the hourly employees. He said it deletes positions and titles that are no longer needed; renames or adds positions that are needed; eliminates stipends; and makes employees start to pay a share of their health insurance. Mr. Sasdelli said the ordinance does a lot of things and is different than what the Committee is used to seeing. He said they had it a week ahead of time so he could answer any questions and they could discuss it. Mr. Sasdelli said it can be introduced if the Committee is comfortable with it or they can continue to discuss it if they aren't.

Mayor Pritchard said he thought it captured what he, Ms. Gatto and Mr. Sasdelli talked about earlier in the year as far as streamlining the government and taking care of concerns the public had. He said he thought a lot of the concerns were misguided as far as public employees. The Mayor said he thought it finalizes the process and sets it straight as far as what is being done here.

Mr. Sasdelli referred to comments from the audience about positions being added but nothing was ever deleted. He said if the Ordinance is introduced it will include the positions that are being deleted and instead of giving a salary range for them it will say "deleted". Mr. Sasdelli said the public will see what is being deleted and see it all in one package.

Mr. Gaskill said he thought it was a good step forward in how the Committee is changing the way the Township operates, not just on a day-to-day basis but on a yearly basis. He said he had some questions and things he would like to possibly see changed through discussion. He asked if the part-time Board Secretary salaries listed were based on the number of meetings they have. Mr. Sasdelli said it was and that the annual salary is just under \$2,400.00 a year to cover their meetings. Mr. Gaskill said he knew that in many instances some Boards don't meet because of a lack of work or are unable to meet for whatever reason. He asked if the secretary receives that money to do the minutes and everything on their own time at home after work and are paid separately for doing it. Mr. Sasdelli said that it is for out of office

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time, attending meetings, doing the agenda and minutes. Mr. Gaskill said he thought the salaries should be prorated and paid per meeting and save the salary for whatever meetings are cancelled. He said he thought the ordinance should be changed to pay them per meeting instead of per year.

Mr. Silva asked how the amount of salary was arrived at and if they were all the same. Mr. Sasdelli said it is the same for each of them. Mr. Silva asked if Mr. Gaskill was saying to divide it into per meeting and to deduct that amount if the meeting was cancelled. Mr. Gaskill said that was correct. Mr. Sasdelli clarified that the intent was that if the salary was \$200.00 per meeting and if there was no meeting one month, no compensation would be paid that month. He said it could be done if the Members want to make that change. Mayor Pritchard said he thought it made sense.

Mr. Nickels said he wasn't sure he liked that because it isn't the secretary's fault if a meeting is cancelled. He said that if there was reason to believe certain Boards were not as needed in terms of monthly meetings as another, the Committee should adjust that number rather than base it on something the secretary has no control over. Mr. Nickels said that person is ready to work and it isn't their fault that the opportunity isn't there. He said it is a small amount of money and there are other things in the ordinance that concern him more that are larger in the overall scheme of things. Mr. Nickels said he thought that suggestion was a little unfair. Mr. Sasdelli said it frequently happens that the secretary puts an agenda together, advertises the meeting, etc., and shows up even if no one else shows up or there is no quorum. Ms. Gatto said if it is cancelled in advance the secretary has to send letters out saying it is cancelled. Mr. Nickels said he thought it sends the wrong message and that he wouldn't be surprised to find that a Board might choose to have a meeting just to make sure that check was given. He said he would rather have a clean deal front side, know what it is going to cost and move on from there.

Mr. Nickels referred to Section 5 and said the number of vacation days bothers him. He said he understood people take jobs based on a package including vacations. Mr. Nickels said a person gets 12 vacation days per year during the first four years and that is 2 more than the average in the real world. Mr. Nickels said the average is nothing during the first year and 10 days a year after that. He commented on the vacation scale and said he thought that it would be better for the Township to go back to 10 days for all new hires after the date the ordinance goes into effect and adjust the rate after a specific date. Mr. Nickels said they get 18 days after 5 years and he thought it should be 15 which is 3 weeks. He said he was happy with 20 days at 10 years which is 4 weeks. Mr. Nickels said 4 weeks is a long time and anywhere he has worked it doesn't go up after 10 years, it stays at 4 weeks. Mr. Nickels said this would be codified and for new hires after the effective date the Committee agrees on because he doesn't want anything to impact people already here. He said the first 4 years would be 2 weeks vacation; 5-10 years would be 15 days and 10 years and up would get 20 days.

Ms. Gatto asked if there was an allocation for sick and personal days or if it was also staggered. Mr. Sasdelli said it is not staggered, it is 3 personal days per year. He asked Mrs. Anderson how many sick days were allowed. Mrs. Anderson said it is 15 per year and any unused personal days are transferred to the employee's accumulated sick leave bank at the end of the year. Ms. Gatto asked if there was any limit on the carry over. Mr. Sasdelli explained there wasn't any limit on the days but when you retire there is a \$15,000.00 cap on the pay out for unused sick time.

Mr. Silva said if it is left the same, it would be 43½ days off during the first 4 years including holidays, vacation. Mr. Sasdelli said what he heard Mr. Nickels say was that the first year would be zero (0) vacation days; 2-4 years would be 10 days; the 18 days would go down to 15; it would max out at 20 after 10 years; and it would start after a date that wouldn't affect existing employees which would be January 1, 2009. Mr. Nickels said it would not be fair to change the rules on existing employees. He said he wasn't a fan of roll-overs either and that the employee should use them or lose them.

Mr. Gaskill said he believed the roll-over of sick leave was very important because the employees, especially the younger ones, should be encouraged not to take it because as they get older, working out in the elements and their knees start going bad or they have a heart attack, they will need it to carry their family through. He said it is an incentive to save sick leave.

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Ms. Gatto commented on having Krohn's Disease since she was 17 and said she didn't think it was fair to say you are not a good employee if you use your sick leave. Mr. Gaskill said if you need it you should use it.

Mr. Silva said he didn't see any significant savings in not giving the 12 days vacation since there will not be a lot of people hired going forward. He said it is almost like the secretary salary. Mr. Nickels said he didn't see it that way because there will always be attrition and turn-over. He said the Township has had a turn-over of 5 people this year and that is a significant number. Mr. Nickels said that going forward people will be retiring or leaving for other reasons and that he thought it was good long term planning. Mr. Nickels said it won't have an impact next year. Mr. Silva commented on the Township having different contractual agreements and said inequities in the system have to be dealt with to try to stay standard. He said there has to be a fair balance to achieve the objective. Mr. Nickels said there is a perception, whether valid or not, that certain people in the public sector take advantage of the system. He said that was unfortunate and he saw this as an opportunity to balance the scales a little bit.

Ms. Gatto asked if the Committee would be able to make these changes after sitting on it a little bit if they introduced the Ordinance tonight. Mr. Sasdelli explained that if it is changed substantially from what is advertised it couldn't be adopted on the 18<sup>th</sup>. He said that the Committee should get it as close to the final format they want before it is advertised.

Mayor Pritchard asked if altering the number of vacation days would be a significant change. Mr. Lafferty said that he didn't believe so. Mr. Nickels said it wouldn't affect the current employees.

Mayor Pritchard said he counted 3 employees who are currently making below the actual salary range. Mr. Sasdelli explained Steve Ruberti is one of them at about \$59,000.00. He said he wanted the MIS Director range to be the same as other Directors so he made it \$60,000.-\$80,000.00 to be consistent. Mr. Sasdelli said it would be about a \$1,000.00 increase for Mr. Ruberti.

The Mayor said another one is about \$10,000.00 less. Mr. Gaskill explained Brett Noll is changing positions. Mr. Sasdelli explained the Division of Streets and Roads was one of 5 Divisions that were created in Public Works when the Reorganization Plan was approved. He said that by reducing two Public Works employees, money was freed up to hire a Director and make one promotion from within to Division Chief and whoever got the position would get that salary which is about \$40,000.00. Mr. Sasdelli said the salary listed is a Driver/Laborer salary because he hasn't gotten the promotion yet but if he does, that is the salary he will get.

Mr. Silva said he liked Mr. Sasdelli having the ability to base increases more on merit than being automatic. He said he had a problem with the education and training provision. Mr. Silva said the Township pays for the employee to get their Degree and then gives them a stipend for having it. He commented on Mr. Nickels comparing the vacation time to the private sector and said that the private sector doesn't always pay for a Degree, it is a requirement when you come in and you don't get a stipend year after year for having it. Mr. Silva said he thought that has to be changed because you can't have it on both hands. Mr. Sasdelli said he was on the same page with Mr. Silva on that. He explained that Section 6 includes \$1,200.00 for an Associate Degree and \$1,700.00 for a Bachelor's Degree but it does not include the Township paying for them to get it. Ms. Gatto asked if it was a past practice. Mr. Sasdelli said some people got it and some didn't. Mayor Pritchard said who did or didn't get was very subjective. Mr. Nickels said it was very subjective and unfair. He said the more the Township professionalizes the better. He said he thought it was good that this is being discussed and the Members are looking at it with different eyes because of their different experiences. Mr. Nickels said the days of "friends of" or being someone's cousin brings him to the nepotism issue and they are things that, to him, have to stop. He said he took that this year when he said none of his relatives would work for the Township while he sat on Township Committee. He said his daughter was upset because she had been a Township Lifeguard for 5 years and a very good one. Mr. Nickels said he would like to see something about nepotism in the Ordinance. Mayor Pritchard said he agreed but didn't know if it could be included in this Ordinance or had to be a separate one. Mr. Nickels said the Committee has to be above reproach in that regard. He commented on a perception that "nobody cares". He said the Old Egg Harbor Road/Pinehurst study was authorized long before the Committee was accused of not doing anything about it. Mr. Nickels said that anything that

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creates a more professional atmosphere is important and that people are hired on merit not on who they know or are related to.

Mr. Gaskill said he thought the Committee had taken great steps in that direction and he is very proud of what this Committee has done in that vein and making it much more professional.

Mr. Lafferty said the Committee can adopt a Nepotism Policy if they want to but he didn't think the salary ordinance should be held up because it is necessary at this time for proper functioning of the government. He suggested nepotism and ethics be dealt with separately. The Mayor suggested nepotism and ethics ordinances could be on the next agenda and be revisited sort of in conjunction with the salary ordinance if everyone is in agreement.

Ms. Gatto said she was on the fence about stipends for the Degree versus paying for education and said perhaps it could be a set amount per year or semester and require some length of service. Mayor Pritchard said he thought the Township had something on the books about them having to repay the Township if they leave. Mr. Sasdelli said it is but it is very difficult to enforce and Mr. Nickels said it is difficult to collect. Ms. Gatto said the only reason she is thinking about it is that likes the idea of promoting development, of promoting people going to school and furthering their education and expanding their range of skills. Ms. Gatto said she didn't know if not having the stipend is telling people they are done growing. Mr. Sasdelli explained the job related training, the Continuing Education Units, and seminars are encouraged to keep people good in their job. He compared it to when he was in the Air Force and said it was simple - they paid for his Master's Degree and tacked 2 years on his active duty service commitment but the Township doesn't have that ability. Mr. Sasdelli said he didn't want the taxpayers paying for it if someone wants a Degree in teaching. Ms. Gatto said it has to be job related where she works. Mayor Pritchard said the problem was defining job related. He says it was subjective and one person making an argument got it and another person making the same argument was denied. Ms. Gatto asked if it threw the scales off by tacking stipends on to their salary. Mr. Sasdelli explained it isn't salary and isn't pensionable or overtime. He said if you have a Bachelor's Degree you would get compensated for it in November or December.

Mr. Silva asked if the Township paid for the training required for Certified Tax Collector, Certified Municipal Clerk, and Certified Public Works Manager. Mr. Sasdelli said they do. Mr. Silva said it runs to a sizeable amount and asked if they get anything more for having it or if it was a requirement of the job. Mr. Sasdelli said they do not get anything extra for it and every 2 years they have to get 20 CEUs. Mr. Sasdelli said he has a Master's Degree, the Public Works Director has 2 Master Degrees and Chief McKeen has a Master's Degree but they don't get any extra money for it. He said that it was necessary to get the appointment. Mr. Sasdelli said that there are employees who did go back to school and get an Associate's or Bachelor's Degree because that was in there. He said he thought it did make them more valuable. Mr. Sasdelli said it was a question of punishing them by taking it out, doing something like Mr. Nickels suggested so employees who get it now will continue to get it but it would be eliminated for new ones coming in. He said that when you start taking \$1,500.00-\$1,700.00 away from an employee who was getting it for 5 years it may not be the way to motivate employees when you aren't back filling jobs and asking them to do more with less. Mr. Sasdelli said that was the struggle he had with that but he wouldn't have a problem if the Committee wanted to tie it into the vacation for employees hired after a certain date and not giving that benefit anymore.

Mr. Silva said on the Committee talked about this being a tough year looking at the tax situation and they understand next year could be another difficult one so the decisions they make now will affect the Township Committee as they go forward. He said he thought it always has to be balanced out in the way they look at things. Mr. Silva commented on hearing what Mr. Nickels said and suggested it might all be folded under the umbrella Mr. Sasdelli talked about.

Mr. Gaskill referred to Section 8, mileage reimbursement for use of personal vehicles, and said he would rather have the word "shall" in the last sentence changed to "must". Mr. Lafferty said the word "shall" means it is mandatory. Mr. Sasdelli said Mr. Gaskill wanted employees to use pool cars and he wanted it clear in the ordinance. Mr. Gaskill said it was a liability issue because if an employee using their own car to run down to Staples for something has an accident, the Township has to pay for their vehicle and he

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thinks the Township would have a problem if there is significant physical damage to the employee or someone else. Mr. Gaskill said he also wanted the control over when an employee can use their personal vehicle to be authorized by the Department Head. He said a car might not be needed right away because the errand could wait until later or the next day and the Department Heads would be responsible for monitoring it and have to answer for it if there is an incident.

Mayor Pritchard recapped the open issues as Board Secretaries pay, amount of vacation days and stipends for education. Mr. Sasdelli said it is called education incentive, not stipends.

Mr. Silva said new employees will not be in the PERS pension system and asked how much difference there will be with the new pension system. Mr. Sasdelli said the difference is significant because the current system is a defined benefit, not a defined contribution, so you collect a defined benefit when you retire regardless of how much you paid in. He said under the new system employees pay a defined contribution and collect what is there when they retire. Mr. Sasdelli said the employer will pay less for the new plan. Mr. Silva said a lot of people come into public employment for the benefits and pension and asked if those changes will dissuade a lot of people from entering the public sector. Mr. Sasdelli said time will tell. Mrs. Gaskill said that happened in his industry in 1984 when Reagan was President and it was changed from a defined benefit as Civil Service to what is now called Federal Employees Retirement System. He said he thought people will still flock to the jobs with good benefits and security. Mr. Sasdelli commented on his mother being a Municipal Clerk for 26 years. He said that she didn't make \$10,000.00 when she started so it was easy to give those benefits but today some employees are making 6-figure salaries and some are making \$80,000.00 a year so they have come up to market value.

Ms. Gatto asked Mr. Sasdelli if he did any bench marking in terms of vacation, personal and sick time against other municipalities. Mr. Sasdelli said this Township is in line with the public sector but not with the private sector. Mr. Silva asked if it was carried as an accrued liability. Mr. Sasdelli explained a dollar figure has to be put in a line item in the budget for payment of sick time so that if all employees eligible to retire did retire the Township has money to pay them the liability. He explained the employee can only carry the current year and the previous year.

Mr. Silva asked if all new employees will have to pay a percentage towards their health benefits. Mr. Sasdelli said he didn't make that for new employees only, he made it for everyone.

Mr. Sasdelli recapped the changes on the table are: (1) should the part-time secretary pay be per meeting or a salary (2) trimming back vacation for new hires (3) doing away with education incentive for new hires (4) making the language for use of personal vehicles clearer. The Mayor asked if that would be substantive changes if the ordinance is introduced tonight. He said he would like to hear some public comment and listen to what the public has to say on those particular items. Mr. Lafferty said that collectively it is substantive changes. Mr. Sasdelli explained the Committee could make those changes verbally tonight and he would give the Clerk a clean copy for advertising tomorrow and still advertise. He said a public hearing will still have to be held. The Mayor said everyone isn't in agreement with all of those items.

Mr. Gaskill said he wasn't aware there was so much prep work for the secretaries so he would yield to Mr. Nickels on that. He said he appreciated Mr. Nickels enlightening him on it.

Mr. Gaskill proposed 1 week vacation the first year, 10 days the 2<sup>nd</sup>-5<sup>th</sup> year, 15 days the 6<sup>th</sup>-10<sup>th</sup> year, 20 days the 11<sup>th</sup>-20<sup>th</sup> year and 22 days the 20<sup>th</sup> year and beyond. Mr. Nickels said that was a reasonable compromise and he would support it.

Mr. Gaskill asked if someone leaves and they owe the Township money for incentives, could it be taken from the money that the Township has to pay them for accrued leave. Mr. Sasdelli said it could. He said he thought everyone agreed they didn't want to take away education incentives from existing employees and asked if the Committee wanted to group it in with vacation provisions for new hires. Ms. Gatto asked what other municipalities do. Mr. Sasdelli said some do it, some don't, and some put it into their base pay. He said he didn't like putting it in their base pay. Ms. Gatto said she

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would go for grandfathering it in for those who get it now. Mr. Sasdelli the Committee is successful because of the Department Heads and they are already paying for health insurance and losing non-job related stipends so they are already giving up a lot. Ms. Gatto said that is why she is saying not to take it away from those already getting it. Mr. Nickels said he thought it cleaned it up by putting it in on new hires and they would know what the deal is when they come in. He said those things are taken away in the private sector every day without any concern. He said people took a job with the Township under a certain set of rules when they were hired and some take advantage of them. He said that he didn't see anybody studying anything unusual. He said he didn't disagree with Ms. Gatto but he thought it should not be there for new hires. Mr. Nickels said he thought the Committee could get their financial house in order a lot cleaner that way than if they summarily took something away from existing employees.

Mr. Silva commented on looking at the package of salary and benefits. He said unless you have been without benefits you don't understand their value.

Mr. Sasdelli said the Committee could make those three changes orally now and introduce the ordinance. He said he and Mr. Lafferty would make the language agree with what the Committee wants and then he would get a clean copy to Mrs. Anderson tomorrow for advertising.

Mr. Gaskill moved, seconded by Mr. Nickels, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that Ordinance #1630-2008 be and is hereby introduced and passed on first reading and the Township Clerk is authorized to advertise same in the August 6, 2008 issue of the Atlantic County Record for a public hearing to be held in the municipal building, Mays Landing, NJ at 6:30 pm on August 18, 2008.

#### ORDINANCE #1630-2008

AN ORDINANCE OF THE TOWNSHIP OF HAMILTON TO REPEAL ORDINANCE NO. 1615-2007 WHICH PROVIDED FOR SALARIES AND COMPENSATION TO BE PAID TO THE OFFICERS AND EMPLOYEES OF THE TOWNSHIP OF HAMILTON AND SUBSTITUTE THEREFORE SALARIES AND COMPENSATION HEREIN FOR THE YEAR 2008 AND BEYOND.

BE IT ORDAINED BY THE Township Committee of the Township of Hamilton, County of Atlantic, State of New Jersey that the following salary and wage ranges are hereby established for municipal officials and employees of the Township of Hamilton who are not covered by a collective bargaining unit.

#### **SECTION 1.**

This ordinance sets the minimum and maximum salaries (listed in Attachment A) for the officers and employees of the Township of Hamilton, County of Atlantic, State of New Jersey, in accordance with the provisions of this Ordinance, as set forth below to be effective July 1, 2008.

#### **SECTION 2. Collective Bargaining Units**

The Township Administrator is hereby authorized to make payment of salaries, remuneration, allowances and expenses as may be provided for by any Collective Bargaining Agreement or Employment Agreement approved by the Township Committee. The Township Administrator shall also have the authority to make step promotions contained in the Collective Bargaining Agreements, including early step promotions (not to exceed one year early) if consistent with Collective Bargaining Agreement criteria. If anything contained in a Township Committee approved agreement conflicts with this ordinance, the approved agreement shall prevail until its expiration date when the affected employee shall become subject to this ordinance.

**SECTION 3. Annual Increases:** The Township Administrator shall have the authority to award annual percentage increases in salary up to the following percentages based on performance, attendance and customer-service:

Jan 1, 2009 = 3.90%  
Jan 1, 2010 = 3.75%  
Jan 1, 2011 = 3.75%

Salaries shall be paid every other week at a sum equal to the annual salary divided by the number of pay periods in the calendar year (normally 26 but occasionally 27) or per hour wages for hourly employees.

**SECTION 4. Health Insurance:**

The Township agrees to provide medical, prescription, dental and eye insurance coverage through the State Health Benefits Plan (SHBP), or an equivalent private plan, for all employees and their eligible dependents.

Beginning January 1, 2009 all non-union employees shall pay, via payroll deduction, a health insurance premium share in accordance with the following chart:

Jan 2009 = 1% of base pay  
Jan 2010 = 1.25% of base pay  
Jan 2011 = 1.5% of base pay

**SECTION 5. Vacation/Sick/Personal/Holidays:**

A. Vacation time shall be in the following increments and be subject to all provisions of Twp Code 66-6.

Employees Hired Prior to Dec 31, 2008

First 4 Years = 12 days per year  
At 5 Years = 18 days per year  
At 10 Years = 20 days per year  
At 15 Years = 22 days per year  
At 20 Years = 24 days per year

Employees Hired Jan. 1, 2009 or after:

First Year = 5 days  
At 2 Years = 10 days per year  
At 5 Years = 15 days per year  
At 10 Years = 20 days per year  
At 20 Years = 22 days per year

- B. Personal Time: Personal Days shall be in accordance with Township Code 66-8.
- C. Sick Leave: Sick Leave shall be in accordance with Township Code 66-9.
- D. Holidays: There are 13.5 township holidays per year and they are delineated at the Annual Township Reorganization meeting.
- E. All other benefits are as delineated in Township Code 66.

**SECTION 6: Education/Training:**

The Township Administrator shall determine which township-paid education and or training courses employees are eligible to attend. Training and education referenced here shall enhance the value of the employee to the Township and be duty related. All such township paid travel, education and training must be pre-approved by the Department Head or if a Department Head, then by the Township Administrator and utilize the township's purchase request/encumbrance system. The only education incentives that will be paid by the Township are as follows for employees hired prior to Dec 31, 2008:

August 4, 2008

Associates Degree = \$1,200  
Bachelors Degree = \$1,700

Employees hired Jan. 1, 2009 or later are not eligible for the education incentive.

**SECTION 7. Administrative and Personnel Actions:**

The Township Administrator shall also have the authority to do the following:

- Approve all Leaves of Absence authorized by adopted Twp Ordinances and contracts.
- Accept all employee resignations.
- Approve employee transfers
- Approve employee returns from authorized leaves.
- Approve members to the volunteer Fire and EMS departments pending completion of all Township Committee approved procedures.
- Approve blue light permits if designated as such by the Mayor.
- Grant regular status to employees who have successfully completed probation or deny continuance of employment to employees who have not successfully completed probation.
- Expand clerical, non-union employee's standard work (not to exceed 40 hours per week) based on work load and budget.

**SECTION 8.** All non-contractual, full-time employees/officers shall be entitled to a matching deferred compensation contribution made by the Township equal to the employee's contribution, but not to exceed 2% of said employees/officer's salary. This Township contribution shall be directly deposited into the employees/officer's deferred compensation account on a semi-annual basis.

**SECTION 9.** The mileage reimbursement for business use of an employee's personally owned vehicle (POV) will be in accordance with the Internal Revenue Service Code Section 162 - Mileage Allowance Rate. Employees are mandated to use a Township pool vehicle unless one is not available as determined by the Department Head. Use of a POV for township business shall be kept to an absolute minimum.

**SECTION 10.** All ordinances or parts of ordinances or any resolutions of the Township of Hamilton inconsistent herewith are repealed in full.

**SECTION 11.** If any part or parts of the Ordinance are for any reason held to be invalid by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Ordinance.

**SECTION 12.** This Ordinance shall take effect immediately after final passage and publication as provided by law.

ATTEST:

TOWNSHIP COMMITTEE OF THE  
TOWNSHIP OF HAMILTON,  
COUNTY OF ATLANTIC, NJ.

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

\_\_\_\_\_  
CHARLES PRITCHARD, CHAIRMAN

ROLL CALL: GASKILL           "AYE"  
          GATTO               "AYE"  
          NICKELS           "AYE"  
          SILVA             "AYE"  
          PRITCHARD       "AYE"

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Salary Ordinance Attachment A

Comments

**Department Heads**

**Range**

Chief of Police	95,000 - 130,000
Township Administrator	95,000 - 130,000
Chief Financial Officer	75,000 - 120,000
Director of Public Works	75,000 - 115,000
Township Clerk	70,000 - 115,000
Community Development Director	70,000 - 115,000
Municipal Court Administrator	60,000 - 90,000
Acting Chief of Police	deleted
Municipal Court Director	deleted

**Deputies and Division Chiefs**

Captain of Police	90,000 - 120,000	vacant
Deputy Director, Public Works	60,000 - 90,000	
Division Chief, Construction Official	10,000 - 30,000	
Division Chief, Tax Assessor	60,000 - 90,000	
Division Chief, Tax Collector	60,000 - 90,000	
Division Chief, Fire Official/Subcode Official	55,000 - 85,000	
Division Chief, Planning	50,000 - 80,000	
Division Chief, Zoning	50,000 - 80,000	
Deputy Finance Officer	50,000 - 75,000	
Deputy Municipal Clerk	50,000 - 70,000	
Deputy Tax Assessor	50,000 - 70,000	
Deputy Tax Collector	50,000 - 70,000	vacant
Division Chief, Recreation/Senior Services	40,000 - 70,000	
Division Chief, Roads & Drainage	40,000 - 70,000	
Division Chief, Fleet Management	40,000 - 70,000	
Public Safety Communications Supervisor	40,000 - 70,000	

**Remainder of Non-Union Employees**

Community Activities Coordinator	deleted	
Social Services Director	deleted	
Community Activities/Assistant to the Administrator	deleted	
Public Works Manager	deleted	
Assistant Tax Assessor	deleted	
Environmental Officer	deleted	
Deputy Environmental Enforcement Officer	deleted	
Dual Sub-Code Official	deleted	
Dual Inspector	deleted	
Fire Sub-Code Official	deleted	
Building Inspector	deleted	
Fire Official	deleted	
Township Solicitor	deleted	
Municipal Court Judge*	80,000 - 110,000	
Municipal Court Prosecutor*	70,000 - 95,000	
Civilian Intelligence Analyst/Administrator	60,000 - 85,000	
Director, Management Information Systems (MIS)	60,000 - 80,000	
MIS Lead Technician (assigned to Police Dept)	50,000 - 70,000	
MIS Technician	30,000 - 50,000	vacant
Electrical Sub-Code Official	50,000 - 70,000	
Plumbing Sub-Code Official	50,000 - 75,000	
Building Sub-Code Official	50,000 - 70,000	
Director, Human Resources	35,000 - 60,000	
Lead Tech. Ass't. to the Const. Official (TACO)	35,000 - 60,000	

Police Records Supervisor	35,000 - 60,000	
Executive Assist. to Township Administrator	35,000 - 55,000	
Accounts Payable/Purchasing	30,000 - 55,000	
Executive Assist. to Police Chief	30,000 - 50,000	
Payroll Clerk	30,000 - 50,000	
Fire Prevention Inspector	30,000 - 50,000	
Records & Court Liaison Officer (CLO)	30,000 - 50,000	new
Admin. Asst. to the Comm. Activities Coordin.	30,000 - 45,000	
Township Committee Member	10,000 - 15,000	

### Part-Time Employees

Municipal Court Public Defender*	25,000 - 40,000	
Part-Time Deputy Tax Collector	5,000 - 15,000	
Housing Liaison (paid from Developer's Fund)	7,500 - 15,000	new
Public Agency Compliance Officer (PACO)***	5,000 - 15,000	new
PARIS Grant/Records Manager Archivist ***	3,000 - 5,000	new
JIF Safety Director**	2,500 - 5,000	new
JIF Claims Coordinator**	2,500 - 5,000	new
JIF Alt. Fund Commissioner**	2,500 - 5,000	new
Emergency Management Director	2,000 - 6,000	Vacant
Community Education/Recreation Secretary	1,750 - 3,500	
Environmental Commission Secretary	1,750 - 3,500	
Emergency Services Advisory Board Secretary	1,750 - 3,500	
Historical Commission Secretary	1,750 - 3,500	
Veteran's Advisory Board Secretary	1,750 - 3,500	
Registrar of Vital Statistics***	2,000 - 5,000	
Deputy Registrar of Vital Statistics***	1,000 - 4,000	

### Hourly Employees

Code Enforcement Officer	15.00 - 35.00 per hour	new
MIS Technician, part time	15.00 - 35.00 per hour	new
Audio/Visual Ass't, part time***	15.00 - 35.00 per hour	new
Part-time Inspector	15.00 - 35.00 per hour	
Part-time Inspector - Dual License/Sub-Code	15.00 - 35.00 per hour	
Part-time Sub-Code Official	15.00 - 35.00 per hour	
Part-time Dual Sub-Code Official	15.00 - 35.00 per hour	
Cove Day Manager	9.50 - 16.00 per hour	
Part-time Dispatcher	9.00 - 16.00 per hour	
Head Lifeguard	9.00 - 15.00 per hour	
School Crossing Guard	9.00 - 15.00 per hour	
Lifeguard	8.50 - 14.00 per hour	
Special Police Officer Class II	12.00 - 17.00 per hour	
Part-time Emergency Medical Personnel	8.00 - 15.00 per hour	
Part-time Clerical	8.00 - 15.00 per hour	
Part-time Laborer	8.00 - 15.00 per hour	
Part-time Van Driver	8.00 - 15.00 per hour	
Part-time Social Services Aide	8.00 - 15.00 per hour	
Clean Communities Assistant	8.00 - 15.00 per hour	
Head Beach Badge Inspector	8.00 - 14.00 per hour	
Beach Badge Inspector	7.00 - 13.00 per hour	

\* When scheduled for "extra" sessions by Court Administrator will receive stipend as determined by Twp Administrator.

\*\* To be appointed annually by the JIF Fund Commissioner

\*\*\* To be appointed annually by the Township Administrator, budget permitting.

August 4, 2008

Tax Bill update

Mr. Sasdelli explained the bills for new quarter of taxes are normally out and due August 1<sup>st</sup>. He said the Township adopted its budget in April but the County didn't strike a rate because the State wouldn't approve any budgets until its budget was adopted and then they had to go back to DCA. Mr. Sasdelli said the State approved the Township budget on Thursday with some prodding from Mr. Tuthill and the County struck the rate on Friday. He said it took 15 days last year from the time the County struck the rate until the bills were out. Mr. Sasdelli explained that, by law, there is a 25-day grace period from the day the bills are mailed. He said the tax rate went from \$3.91 to \$3.97 per hundred and that is \$62.00 per year on an average assessment. Mr. Sasdelli said the bills should be out in about 2 weeks.

Mr. Silva said it is quicker than in past years. Mr. Sasdelli said that was why he talked so much about surplus because municipalities without it have to borrow money to pay their bills. He said this Township won't have to do that. Mayor Pritchard said it is causing the Township to lose interest income and there is no way to calculate how much that will be. Mr. Sasdelli said that if you assume it was paid by August 10<sup>th</sup>, the Township is losing half a month's interest. He said that when Mr. Tuthill gets back from vacation he will meet with the auditor about it. Mr. Sasdelli said the tax bill information is on the website.

Public Hearing/Adoption - Ordinance #1629-2008

There being no questions or comments on the Ordinance, Mr. Nickels moved, seconded by Ms. Gatto, that the public hearing be closed.

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

Mr. Silva moved, seconded by Mr. Nickels, that the following resolution be adopted.

WHEREAS Ordinance #1629-2008 was introduced and passed first reading on July 21, 2008 and was duly advertised in the July 23, 2008 issue of the Atlantic County Record for a public hearing to be held on August 4, 2008; and

WHEREAS the public hearing has been held as advertised and closed,

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Hamilton that Ordinance #1629-2008 be and is hereby adopted.

ORDINANCE NO. 1629-2008

AN ORDINANCE TO VACATE THE FOLLOWING PUBLIC STREET SITUATE IN THE TOWNSHIP OF HAMILTON, COUNTY OF ATLANTIC AND STATE OF NEW JERSEY AND TO RELEASE AND RELINQUISH THE PUBLIC RIGHTS THEREIN, A PORTION OF WEST JERSEY AVENUE, AND REPEALING ALL ORDINANCES HERETOFORE ADOPTED THE PROVISIONS OF WHICH ARE INCONSISTENT HEREWITH.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

WHEREAS, Ishaq Jabbar was the only contiguous owner to submit a sealed bid for purchase of Block 384, Lot 12 pursuant to terms and provisions of Ordinance #1627-2008 and said bid met all terms and conditions thereof, including a 20% deposit of Two Hundred Forty (\$240.00) Dollars,

NOW, THEREFORE BE IT RESOLVED by the Township Committee of the Township of Hamilton that the bid One Thousand Two Hundred (\$1,200.00) Dollars submitted by Ishaq Jabbar be accepted and sale of Block 384, Lot 12 to him is hereby authorized to be made upon payment in full of the balance due.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

There were no Business Registration Licenses to be approved.

August 4, 2008

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that the request of Toys R Us for release of Bank of America letter of credit #68013529, performance guarantee for their store #8327 located at 4476 Black Horse Pike (Block 1134, Lots 14 & 15) is hereby denied as recommended by John Feairheller, Township Engineer for the project, due to non-completion of the engineer's punch list.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that American Southern Insurance Company performance bond #8822 017682 61587, in the amount of One Hundred Eighty-six Thousand and Ten (\$186,010.00) Dollars is hereby accepted as a performance guarantee for Atlantic Fuels, Inc. site work and landscaping on Block 801, Lot 6.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

A RESOLUTION REQUESTING A SIX (6) MONTH TIME EXTENSION FROM THE NEW JERSEY DEPARTMENT OF TRANSPORTATION FOR THE AWARD OF A CONTRACT TO RECONSTRUCT A PORTION OF NEW YORK AVENUE FROM ROUTE 40 TO WEST JERSEY AVENUE UTILIZING FISCAL YEAR 2008 MUNICIPAL AID FUNDS.

WHEREAS, The Township of Hamilton was awarded \$150,000.00 from the FY2008 NJDOT Municipal Aid Program for this project; and

WHEREAS, The NJDOT currently has an August 14, 2008 time limit for the Township of Hamilton to award a construction contract for this project; and

WHEREAS, The Township of Hamilton is in the process of preparing the required bid documents, construction plans and specifications necessary for advertisement of the project for public bids; and

WHEREAS, The Township of Hamilton will not be able to award a construction contract for this project before the NJDOT deadline of August 14, 2008,

NOW, THEREFORE, BE IT RESOLVED that the Township of Hamilton is requesting from the NJDOT a six (6) month time extension to February 14, 2009 to award a contract for the reconstruction of a portion of New York Avenue.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that the following permits for coin drops to be held by the Hamilton Youth Athletic Association August 23, 2008 from 10am-1pm are hereby approved:

- 1) Cates Road at its intersection with Route 322 (Black Horse Pike).
- 2) Cates Road at its intersection with Reega Avenue.
- 3) All three corners of Atlantic Ave. & Cantillon Blvd. at the Post Office

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that authorization is hereby given to purchase of Mobile Data and Video Records for the Police Department from Data 911 under State Contract #A88799 at a cost of \$110,278. 16 is hereby authorized with funding to be from Capital Ordinance #1625-2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

August 4, 2008

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

BE IT RESOLVED by the Township Committee of the Township of Hamilton that purchase of Carousel Filing System for the Municipal Court from Garden State Office Systems & Equipment under State Contract #A63767 at a cost of \$34,342.88 is hereby authorized with funding to be from Capital Ordinance #1625-2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Mr. Silva moved, seconded by Mr. Nickels, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that a medical leave-of-absence without pay is hereby granted to Anthony Bucca effective July 21, 2008 through August 4, 2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Mr. Silva moved, seconded by Mr. Nickels, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that a medical leave-of-absence without pay is hereby granted to Kenneth R. Vitullo, Jr., effective July 15, 2008 through September 2, 2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Mr. Silva moved, seconded by Mr. Nickels, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that the approved medical leave of absence without pay granted to John Grunow, Sr., is hereby extended from August 4, 2008 through August 22, 2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Mr. Silva moved, seconded by Mr. Nickels, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that Jonathan Moratelli is hereby appointed a Temporary Truck Driver/Laborer at \$12.86 per hour effective August 18, 2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

Mr. Sasdelli explained the salary for Mr. Moratelli is coming from payroll funding for the two Public Works employees who are on leaves-of-absence without pay. Mr. Sasdelli explained that he had an exit conference with Mr. Moratelli he left for a HVAC job 6 months ago and that Mr. Moratelli called and said he wants to come back. He said the Township doesn't have a position open right now but he hopes to be able to use Mr. Moratelli full time if something opens up.

Mr. Silva moved, seconded by Mr. Nickels, that the resignation of Daniel Jackson, Class II Special Officer, effective June 24, 2008 is hereby acknowledged.

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

Mr. Nickels moved, seconded by Mr. Silva, that the following resolution be adopted.

BE IT RESOLVED by the Township Committee of the Township of Hamilton that the minutes of the July 21, 2008 regular meeting be and are hereby approved and adopted as published.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

August 4, 2008

Mr. Silva moved, seconded by Mr. Nickels, 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 total being \$4,460,964.30 as of July 31, 2008.

RESOLUTION ADOPTED WITH ALL MEMBERS VOTING "AYE", NO "NAY", NO "ABSTAIN"

#### Reports

Mr. Sasdelli explained Green Acres sends people to inspect facilities that were funded by them. He reported receiving a letter from Green Acres saying the recreation sites were inspected and everything is in order and is being done properly.

Mr. Lafferty reported he is addressing legal issues regarding Lake Lenape Dam and it is moving forward.

Mr. Lafferty reported suit was instituted against Woods Landing on July 31, 2008. He said he met with the developers also.

Mr. DePasquale reported he just got Pinelands approval regarding wetlands on Skip Morgan Drive and is moving forward on it. He said that everything is surveyed and he believes the plans are drawn.

Mr. Silva asked Mr. DePasquale if he was still working on the Road Opening Regulations. Mr. DePasquale said he is working on and would give his recommendations to the Committee next week. Mr. Sasdelli commented on having gone to Morningside Drive and found it was pock parked with openings. He said they are meeting next Tuesday on the matter. Mr. DePasquale said that in some towns, even though the openings were old, the Gas Company was told they had to take care of them if they wanted to get any more permits. He said in Hamilton Township most street openings are by the Gas Company or the MUA. Mr. Gaskill said that as the Committee moves forward with the Administrative Changes, this will all be taken care of more efficiently. Mr. DePasquale said it is very difficult to say it isn't an emergency when it involves the Gas Company. Mr. Sasdelli said they can be made to fix them right.

Mr. Gaskill said he thought this was a very good meeting with the way the Members discussed things and came together. He deferred to Mayor Pritchard for comment regarding the dedication of the Mizpah center ceremony.

Mr. Nickels congratulated Mr. Montag on the birth of his daughter. He also deferred to the Mayor for comment on the Mizpah center dedication ceremony.

Mr. Nickels announced the MUA is having an informational open house regarding the sewer main replacement project in the Harding Lakes area on August 7, 2008 from 5:30-7pm . He said he thought the Open House was a good idea and that getting the information out is important to the public.

Ms. Gatto asked if the tax bills going out late would affect the tax collection rate. Mr. Sasdelli said it usually doesn't affect it.

Ms. Gatto said the Mizpah event on Saturday was very nice.

Mr. Silva also deferred to the Mayor for comment on the Mizpah center ceremony.

Mr. Silva asked if the Township received any Municipal Aid from the State this year. Mr. Sasdelli said the Township received \$256,000.00 LESS this year than it did last year. Mr. Silva said that if it wasn't for that the tax rate increase would have been 2 cents less. He said the Township is also getting hit with the loss of ratables to Open Space.

Mayor Pritchard reported the Mizpah Center is now officially the Alfred R. Lundy Center. He said the Unity Day Parade had to be cancelled because of the rain but the building dedication ceremony was very nice and the family was pleased. The Mayor said the event wasn't planned to be as elaborate an event as it turned out to be when it started at the beginning of the year. He thanked Jack Percy, Sue Giberson and the rest of the sub-committee who worked on it.

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Public Comment

Aline Dix said she was pleased with tonight's meeting because of the way things were discussed.

Ms. Dix said there is an extensive amount of land on Somers Point Road, east of Ocean Heights Avenue, that she thinks should be considered as a site for a (fire substation). Mr. Silva said there are other areas closer to where Ms. Dix was talking about and they are being looked at.

Ms. Dix commented on football season coming up and parking at Underhill Park. She said that people were allowed to park at the former airfield during football season last year during football season at Underhill but the gate is locked now. She asked why it was closed and why people aren't allowed to use it for parking now and for all the sports seasons. Ms. Dix said she would also appreciate a police officer being posted there because it is very dark there. Mr. Sasdelli said that he would look into it and that he would ask Chief McKeen about using a Special Officer.

Ms. Dix commented on the proposed Salary Ordinance referred to some people having individual employment agreements. She said that she thought that any individual employee contract should be prepared by the Township Attorney to be sure everything is listed and that the benefits listed in it are right and fair.

Ms. Dix questioned what the Administrator said about Morningside Drive and Park Road. She said there are sinkholes on Morningside Drive that would throw someone driving there in the dark and that they are being patched now. Mr. Sasdelli said he was primarily referring to the area near the skating rink where trenches criss-cross the road. Ms. Dix said she thought that was from when the developer who put up the 3 houses at Tanglewood and Park Road went from the last manhole for sewer connections in 1996. Mr. Sasdelli said it looked newer and fresher than 1996. He said his point wasn't to say the utilities companies are doing anything wrong but that the Township wants to be sure they don't have to tax the public for repairs that the utilities should be making. Ms. Dix commented on knowing the Street Opening Permit process and said if they don't do the work the inspection fees being held by the Township should be returned to the applicant. She referred to Mr. DePasquale's comment about going back to them years later for repairs and said she thought there is a time limit and that they are not responsible for infinity. Mr. Gaskill said the Township is trying to make sure the utility companies repair the roads properly because many of them are being patched temporarily and very poorly. Ms. Dix commented on needing time for settling, which could be six months, before the final seal and overlay is done. Mr. Gaskill said the Township wants the patching done properly. Mr. DePasquale said it isn't supposed to be done with cold patch.

Ms. Dix said the last time the tax bills were this late going out was in 2004.

John Pucci asked if the Township still owns the American Legion Building and said it has been in disrepair for over a year now. Mayor Pritchard said the Township still owns it and that the Historical Commission Architect has been commissioned to do a report on it. Ms. Gatto said the new Post Commander is very passionate about it, as is the Planning Board. Mr. Nickels said if you look at what has not been done, not only on that building but also the Senior Center; it is 9 years of complete neglect. He said the Legion Building is "demolition by neglect". Mr. Nickels said it may be beyond repair and he didn't know if it can be saved. He said that less than \$1,000.00 was spend on the Senior Center for 4-5 years. Mr. Nickels said Duberson School isn't owned by the Township but it is another "demolition by neglect". He said he didn't know if it was in the Township's best interest to say the American Legion Building is worth saving. Mr. Nickels said that there was a responsibility for the Legion to maintain it when they got the original lease. He said he didn't know what Mr. Pucci's purpose was but the building is in the condition it is because of 9 years of neglect. Mr. Pucci said the paint was taken off the building and never finished. Mr. Gaskill said that goes back several years. Mr. Pucci said a move was made in 1996 to privatize it and turn it over to the American Legion but the Legion didn't approve it. Mr. Nickels said that isn't a bad thought. The Mayor said the Township doesn't know what the final outcome of the Architect's review will be. Mr. Nickels said there are holes in the roof and other problems and it needs more than paint.

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Mr. Pucci said the Record Journal and Current are not delivered in his area anymore and asked if they are still the Township's official newspapers. Mrs. Anderson explained that they are not used for legal advertising and said that the Atlantic County Record and Atlantic Press are the primary official newspapers for legal advertising. Mr. Pucci said he called them but they didn't do anything and asked if the Township could get involved to make an effort to have those two papers delivered to the whole township. Mayor Pritchard said there are many areas that don't get them and it has something to do with the zip code number. Mr. Nickels said it is their business. Mr. Silva said he picks up a copy at the Post Office early in the morning. Mary Lisitski said copies are in the lobby at Town Hall also.

Mr. Pucci said there was a Zoning Position included in the reorganization and asked the status of the position and if that hiring will still take place. Mr. Sasdelli explained he talked about Code Enforcement not belonging in the Public Works Department when the new Organizational Chart was adopted. He said the position is included in the Ordinance introduced tonight and explained it is a part-time position at a salary of \$15.00-\$30.00 per hour with no benefits and will be under Phil Sartorio. Mr. Pucci asked if there was a time frame for the hiring. Mr. Sasdelli said the Ordinance has to be adopted first.

Mr. Pucci said he saw young people 3-feet from the roadway kneeling behind signs near Consumer Square advertising 40% discounts because a store is closing. He asked that it be looked into as a safety issue. Mayor Pritchard said he assumed the store did it to circumvent the law against putting up free-standing signs. Ms. Gatto said that was questioned recently when another store was closing. Mr. Pucci said one girl is about 14 and that they are sleeping behind the signs. Mr. Lafferty said he would look into it.

Mr. Pucci referred to a case of a long-time employee in the Planning Department in the past that had a catastrophic illness (cancer) and the Township having had a donated leave policy. He asked what happens if an employee gives up their sick time and gets sick themselves and how the Township Committee felt about that policy. Mr. Pucci said that, as a resident, he wouldn't mind paying an extra tax if a long-time employee gets ill and it is known that they are going to die. He said donated leave depends on how well you are liked by other employees. Mr. Gaskill said he disagreed with what Mr. Pucci said about a special tax. He said he agreed that employees should have the ability to donate vacation time if they want to but not sick time. Mr. Gaskill said the Township would benefit by allowing the employees to give up vacation time because long-term employees have more vacation and might want to give it up. Mayor Pritchard said people will be more inclined to give up sick time than vacation. Mr. Gaskill said that son got 5 months time donated when was going through a difficult time and they went through the whole South Jersey District (of the Postal Workers Union). He said he thought the Committee should look into donating of vacation time but not sick time. Mr. Sasdelli explained Donated Leave is not part of the salary ordinance, it is a separate item. He said he wrote the Donated Leave Policy and that it was taken word for word from the Civil Service regulations. Mr. Sasdelli said it hasn't been looked at for a while. In response to Ms. Gatto's comment that Mr. Gaskill is proposing it be changed, Mr. Sasdelli said Mr. Gaskill wants the policy looked at.

Michael Smith asked what the rule on having to give your name and address when you speak and said some people do and some don't. Mr. Smith said he noticed a lot of tires along side the road and trash being put out a week before it is to be picked up in the Cherry Lane area. He said he talked to Ingrid about it and gave her the addresses. Mr. Smith said there was a TV show about a city that had a booklet called Good Neighborhood Etiquette. He commented on putting a washing machine at the curb last Friday and then calling the Township and finding out it will not be picked up until August 13<sup>th</sup>. Mr. Smith said trash cans are put out and never taken back in. He said it is getting worse by the month and he wanted to bring it to the Committee's attention. Mr. Smith suggested the Committee might put some focus on it with Ingrid Perez. Mayor Pritchard said he is against a strict property maintenance ordinance. He said a lot of times people do it without realizing the effect it is going to have. Mr. Smith commented on an elderly woman on Driftwood Lane with a pile of stuff out there for a long time and suggested there be a telephone number she could call for help in cleaning it up. Ms. Gatto said maybe something could be done for Senior Citizens through the Clean Communities Grant program. Mr. Smith said he honestly believed a lot of people don't know the rules. He said he appreciated the Committee listening to him. The Mayor said his concerns would be followed up on.

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Teresa Thomas commented on watching a news program about neighbors helping neighbors and said that if she can find where it was she will forward it to the Committee. She said she tried to send the Committee an e-mail about a recycling article she read and some of them were rejected as "spam". Ms. Thomas said she copied it and will give it to Mr. Sasdelli. She said she also has some other ideas about how it can be done. Mr. Sasdelli said if a house never puts out recycles but they put out trash you know the trash includes the recyclables.

Ms. Gatto asked if the agendas could be copied 2-sided. Mrs. Anderson said the public ones are 2-sided and that the Committee's will be done that way too from now on if that is what they want.

There being no further questions or comments from the public, Mr. Silva moved, seconded by Ms. Gatto, that the public comment portion be closed.

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

There being no further business to come before the Committee, Mr. Silva moved, seconded by Ms. Gatto, that this meeting be and is hereby 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