11/26/14

Work Session **7:30 P.M.** **December 2, 2014**

1. Employee Health Benefits Review
   (Risk Manager Covelli)
   (10 minutes)

2. Review of Tentative Agenda
   (5 minutes)

3. Council Liaison Reports
   (20 minutes)

4. Open Space Committee
   (Council Carryover)
   (5 minutes)

5. Request for Resolution Supporting Passaic Valley Water Commission's Stay of Its LT2 Administrative Consent Order
   (Mayor Cosgrove)
   (5 minutes)

6. Municipal Resolution Supporting Allowing the Department of Labor and Workforce Development to permit veterans and other groups to apply for UI benefits online
   (Councilmember Swain)
   (5 minutes)

7. Review of RFQ's Submitted
   a. Auditor
   b. Bond Counsel
   c. Borough Planner
   d. Environmental Consultant
   e. Planner for Green Acres
   f. Risk Manager/Broker of Medical and Dental
   g. Special Counsel/Conflict Counsel
   (Municipal Clerk/Deputy Manager Kwasniewski)
   (20 minutes)

8. Interlocal Services Agreement for Health Services
   a. Ho-Ho-Kus
   b. Ridgewood
   (Municipal Clerk/Deputy Manager Kwasniewski)
   (5 minutes)

9. Endorsement of CDBG Application – CarePlus NJ Inc.
   (Municipal Clerk/Deputy Manager Kwasniewski)
   (5 minutes)

10. 2015 Items
    a. Date of Reorganization Meeting/January Meeting Dates
    b. Invocation
    c. Benediction
    d. Town Crier
    e. Honor Guard/Vocal Performance
    (Municipal Clerk/Deputy Manager Kwasniewski)
    (10 minutes)

11. Special Meeting

12. Miscellaneous Public Comments

Closed Session

1. Personnel – Appointment of Professionals
   - Appointments to Various Boards, Commissions, Committees

NOTE: FORMAL ACTION MAY BE TAKEN AT REGULAR MEETINGS, WORK SESSIONS OR SPECIAL MEETINGS. AGENDAS ARE PUBLISHED 48 HOURS IN ADVANCE TO THE EXTENT KNOWN.

TENTATIVE AGENDA FOR COUNCIL MEETING
OF TUESDAY, DECEMBER 16, 2014

COUNCIL WORK SESSION **DECEMBER 2, 2014**

1. **Call to Order by Mayor**

2. **Statement of compliance with the Open Public Meetings Act**

3. **Roll Call**

4. **Flag Salute**

5. **PROCLAMATION: FAIR LAWN FOOTBALL ASSOCIATION SUPER BOWL CHAMPIONS PEEWEES**

6. **PRESENTATION OF PROPERTY MAINTENANCE COMMITTEE BEAUTFICATION POSTER CONTEST AWARDS**

7. **MANAGER'S REPORT**

8. **COUNCIL COMMENTS**

9. **ORDINANCES ON SECOND READING**

   Ord. No. 2326-2014 – Receipt of Funds – Columbia Heights Passive Park
   Ord. No. 2327-2014 – Salary Ordinance PBA/SOA

10. **PUBLIC COMMENTS ON CONSENT AGENDA ITEMS ONLY**

11. **RESOLUTIONS BY CONSENT #23-2014**

    a. Resol. #408-2014 – Approval of Minutes:
       Special Meeting 11/10/14
       Work Session 11/10/14
       Closed Session 11/10/14
       Closed Session 11/10/14
    b. Resol. #409-2014 – Award of RFP: Disposal of Recyclables
    c. Resol. #410-2014 - Professional Services: Computer Maintenance Service – Edmunds and Associates, Inc.
    d. Resol. #411-2014 - Extension of Contract: Cold Water Meters and Appurtenances - Rio Supply, Inc.
    e. Resol. #412-2014 – Accepting Donation from Glen Toyota

f. Resol. #413-2014 – Transfer of Funds
g. Resol. #414-2014 – Authorizing Execution of Use and Occupancy Agreement with Board of Education – Cadmus Place
h. Resol. #415-2014 - Award of Bid: Well Service 2014
i. Resol. #416-2014 - Authorizing the Renewal of the Borough's Partially Self-Funded Health Benefits Program with Insurance Design Administrators (IDA) for the Period 1/1/15 through 12/31/15
j. Resol. #417-2014 - Professional Services: Third Party Administrator
k. Resol. #418-2014 – Refund of Overpayment of Taxes
l. Resol. #419-2014 – Confirmation of Fire Board Actions

12. PUBLIC COMMENTS

13. ADJOURNMENT TO CLOSED SESSION: PERSONNEL – ANIMAL CONTROL - MINI BUS

NOTE: FORMAL ACTION MAY BE TAKEN AT REGULAR MEETINGS, WORK SESSIONS OR SPECIAL MEETINGS. AGENDAS ARE PUBLISHED 48 HOURS IN ADVANCE TO THE EXTENT KNOWN.

AGENDA

SPECIAL MEETING **DECEMBER 2, 2014**

1. ORDINANCES ON FIRST READING:

ORDINANCE NO. 2327-2014
(RESOLUTION NO. 406-2014)

AN ORDINANCE FIXING THE SALARIES OF CERTAIN EMPLOYEES OF THE BOROUGH OF FAIR LAW, BERGEN COUNTY, NEW JERSEY AS AMENDED (PBA/SOA)

- Mayor asks for a motion to read the Resolution of Introduction. Mayor asks for a Mover, Seconder, Roll Call.
- Municipal Clerk reads the Resolution of Introduction. Mayor asks for a Mover, Seconder, Discussion, Roll Call.

2. ADJOURNMENT TO WORK SESSION

	Aye	Nay	Abstain
Dunay			
Lefkowitz			
Peluso			
Swain			
Cosgrove			

December 2, 2014

RESOLUTION NO. 406-2014

By

Seconded by

BE IT RESOLVED that Ordinance No. 2327-2014 entitled:

AN ORDINANCE FIXING THE SALARIES OF CERTAIN EMPLOYEES OF THE BOROUGH OF FAIR LAW, BERGEN COUNTY, NEW JERSEY AS AMENDED (PBA/SOA)

be introduced and does now pass a first reading and that said ordinance be further considered for final passage at a regular meeting of the Borough Council to be held at the Municipal Building, 8-01 Fair Lawn Avenue, Fair Lawn, New Jersey, on the 16th day of December, 2014, at 7:30 p.m. or as soon thereafter as the matter can be reached and at said time and place, all persons interested be given an opportunity to be heard concerning the same, and the Municipal Clerk is hereby authorized and directed to publish said ordinance according to law prior to said hearing with a notice of its introduction and of the time and place, when, and where said ordinance will be considered for final passage.

ORDINANCE NO. 2327-2014

AN ORDINANCE FIXING THE SALARIES OF CERTAIN EMPLOYEES OF THE BOROUGH OF FAIR LAWN, BERGEN COUNTY, NEW JERSEY AS AMENDED PBA/SOA)

BE IT ORDAINED by the Borough Council of the Borough of Fair Lawn, as follows:

SECTION 1. That there is hereby established a change in title for the classification of certain employee's herein below set:

Titles	Effective Jan 1, 2015	Effective Jan 1, 2016	Effective Jan 1, 2017	Effective Jan 1, 2018
Police Captain Minimum	114,361	116,648	118,748	121,123
Police Captain Maximum	146,368	149,295	151,983	155,022
Police Lieutenant-Minimum	105,928	108,047	109,991	112,191
Police Lieutenant Maximum	133,763	136,438	138,894	141,672
Police Sergeant Minimum	96,957	98,897	100,677	102,690
Police Sergeant Maximum	121,851	124,288	126,525	129,055
Police Officer Academy Step[1]	38,202	38,967	39,668	40,461
Police Officer Field Training Completion [2]	41,524	42,355	43,117	43,979
Police Officer Minimum	49,800	50,796	51,710	52,744
Police Officer Maximum	110,377	112,584	114,611	116,903

[1] Upon graduation from Academy, move to Field Training Step
[2] Upon completion from Field Training Program, move to Step 1

SECTION 2. That all salaries not covered by this ordinance will remain effective until amended by further salary ordinances.

SECTION 3. Annual salaries shall be paid in biweekly installments and weekly and hourly shall be paid for such periods.

SECTION 4. Any employee working less than the normal workweek of the department will be paid on a prorated basis according to the salary range.

SECTION 5. With the exception of Steps (1) and (2), new Police Officers hired on or before July 1st shall receive their annual step increment on the following January 1st. New Police Officers hired after July 1st shall wait until the next succeeding January 1st for their initial increment. All subsequent increments for Police Officers shall be effective January 1st of the succeeding year. In no event shall a Police Officers wait more than nine and one-half (9 ½) years before reaching top pay. It is the intent of the parties that only a Police Officer who is hired after July 1st of each year may take up to nine and a half years (9 ½) before reaching top pay. Police Officers hired prior to July 1st of each year will not take more than nine (9) years to reach top pay. The "annual step increments" mentioned above for Police Officers shall follow the base pay upon appointment. The present practice for step increments shall continue.

SECTION 6. The difference between minimum and maximum salaries for Superior Officers in each year shall compromise three (3) equal annual increments. New Superiors hired on or before July 1st shall receive their first increment immediately. New Superiors Officers hired after July 1st shall receive an initial increase of Four Hundred Fifty **($450.00)** Dollars with the remainder of their initial increment paid on the succeeding January 1st. All subsequent increments for Superiors shall be effective January 1st of the succeeding year. In no event shall a Superior wait more than two and one-half (2 ½) years to receive top pay. The "annual step increments" mentioned above for superiors shall follow the base pay upon appointment. The present practice for step increments shall continue.

SECTION 7. Each Employee hired prior to the signing date of this contract will receive longevity pay for one (1%) percent of each three (3) years of service and two (2%) percent for each five (5) years of service with a maximum longevity pay not to exceed twelve (12%) percent. Employees at the signing of this contract collecting more than twelve (12%) percent longevity credit shall be grandfathered and are not subject to the twelve (12%) percent maximum longevity credit. Longevity will be computed for the first full calendar year thereafter. The said payments for longevity shall be paid on a bi-weekly basis to the Employees entitled to same.

All employees hired after the signing of this contract shall receive the following longevity pay:

a. After completion of four (4) years of service – 1%
b. After completion of eight (8) years of service – 2%
c. After completion of twelve (12) years of service – 3%
d. After completion of sixteen (16) years of service – 4%
e. After completion of twenty (20) years of service – 5% maximum

The said payments for longevity shall be paid on a bi-weekly basis to the Employees entitled to same.

SECTION 8. The salary ranges and longevity credit herein provided for members of the Police Department shall be increased by the sum of $17.00 for each credit hour completed in a recognized institution of higher education offering a program leading to a degree in Police Science. Such additional compensation shall not exceed, however, the sum of $2,500.00 for any calendar year and shall be payable upon presentation to the Chief Financial Officer of proper certification from an institution attended by said member setting forth the number of credit hours completed or the conferring of an Associates or Baccalaureate Degree in Police Science.

SECTION 9. From time to time police personnel will participate in off duty outside employment for "Work Zone Safety" projects within the Borough of Fair Lawn. Authorized police officers who are assigned said work will be paid at a rate of $50.00 per hour. The Borough will be reimbursed for all expenses incurred during these assigned projects by the private persons or entities. The reimbursement shall include payment for the cost of the officers, a $5.00 per hour charge for vehicles and a $2.00 per hour administrative charge.

SECTION 10. Salary increases are effective only if an employee has not resigned voluntarily or has been terminated with cause. Retired employees are eligible on a prorated basis.

SECTION 11. This Ordinance shall take effect upon passage and publication as required by statute.

Attest:

Joanne M. Kwasniewski, RMC/MMC
Municipal Clerk/Deputy Manager

Approved:

John Cosgrove
Mayor

Introduced: December 2, 2014
Adopted: