

## WORK SESSION OF FEBRUARY 17, 2015

Mayor Cosgrove called the meeting to order at 7:30 p.m.

**PRESENT:** Mayor Cosgrove, Deputy Mayor Dunay (late), Deputy Mayor Lefkowitz, Councilmembers Peluso and Swain.

**ALSO PRESENT:** Manager Van Kruijning, Municipal Clerk/Deputy Manager Kwasniewski and Attorney Mondello.

### **AMBULANCE CORPS. MOU RENEWAL**

Dara Mullens and Brad Lieberman were present.

Manager Van Kruijning discussed the draft Memo of Understanding (MOU) regarding Third Party Billing that was distributed to the Council. The current MOU is a three year agreement that expires on March 1, 2015. He commended the members of the Corps for all of their efforts and the service they provide. There was a very smooth transition into the third party billing and it has been very successful.

There were changes in the new agreement since there are no startup costs, although there are continuation costs. The annual rent payment is currently based on percentages. Since it is easier to budget set amounts, the new schedule shows a budgeted amount over the next four years.

Mayor Cosgrove asked if the Ambulance Corps had reviewed the MOU and were happy with the terms. Chief Mullens confirmed that they were.

Councilmember Swain asked about the figures for the last few years. Manager Van Kruijning stated there has been an increase. Mr. Lieberman stated last year was the highest amount at \$31,000. Mayor Cosgrove explained that this is the funding used to bridge the gap because of third party billing. They have done a great job and generated a great deal of revenue. Councilmember Peluso asked if the \$25,000 contributed by the Borough was sufficient. Chief Mullens stated it was.

There was consensus to approve the renewal of the Memo of Understanding with the Ambulance Corps.

Manager Van Kruijning stated that Municipal Clerk/Deputy Manager Kwasniewski will prepare a resolution approving the continuation of the agreement.

## **TYCO ANIMAL CONTROL PRESENTATION**

Tyco representatives Carol Tyler, owner and Pam Tyler, Operational Manager, were present.

Manager Van Kruijning stated that as directed by the Council, he is moving forward with the outsourcing of Animal Control. He has scheduled presentations so the Council can see what programs are available. In two weeks the Bergen County Animal Control will make a presentation.

Carol Tyler stated that she founded Tyco Animal Control in 1989 with one town. She is now services 23 towns. Tyco is staffed 24 hours per day by six fulltime, three part time animal control officers who alternate between nights and weekends and three kennel cleaners. There are three fulltime cruelty investigators who work closely with ASPCA and the County's Animal Cruelty Task Force. She noted that the State allows municipalities to collect fees on cruelty fines.

Officers are paged through dispatch for immediate response. If there is no response within five minutes, she receives a call on her cell phone. There is a person on call plus a backup. Every employee wears a pager whether or not they are on call to ensure a quick response. They will work closely with the Police Department and Health Department to enforce the Borough's codes. They appear in court at no extra cost. The Borough would be charged the contract fee and \$60 overtime fee if there is a dispatch at night, weekends or holidays.

They take their responsibilities seriously and provide all the essential components of animal control as required by the State. When Montvale residents were being attacked by geese 20 years ago, Tyco established a geese control policy using trained dogs which kept geese from nesting in the parks. Eventually the geese stop coming because they only go where they nest and are born.

Fair Lawn will experience an immediate savings by working with Tyco due to a reduction in payroll costs and vet bills. They have fully licensed and inspected kennels in Paramus and Wyckoff. They can run Fair Lawn's facility and will make sure it is fully inspected and certified. They have a livestock trailer for moving larger animals and have experience in handling alligators, snakes, bears, monkeys and horses. Tyco also has a 22 foot long trailer equipped with 100 cages, life vests and rescue equipment which can be used in severe storms.

Tyco provides animal adoptions and works with several rescue groups, which speeds up the adoption process. In 2013 they picked up 280 animals and

returned 220 to their owners. Of the remaining dogs, 12 went to outside facilities, five were adopted and six had to be euthanized.

They provide public education to schools, community groups and citizens. Using FEMA guidelines, she wrote the program for animal safety in disasters. They are recognized as a kennel in the State of New Jersey spay and neuter program, which means people can get their animals spayed and neutered for \$20.

Tyco provides the closest thing to in house animal control. They uphold the laws of the community and they will patrol the town as part of a scheduled route. They will assist the Health Department with licensing violations.

She is not against cat neutering and releasing, but they live in an area that does not have acres of farmlands. Two or three cats on a property are manageable, but she does not believe in allowing 20 or 30 cats on someone's property, as the cats will roam to other properties and cause a public health situation. The State does not want free roaming cats. They work hard at adoptions.

Manager Van Kruijning asked her to explain the procedure regarding a dog at large. Ms. Tyler stated that rather than have a resident drive out of the area, Tyco returns the animal to the local Police Department. This eliminates the he said/she said as it is videotaped and if there is an issue the town or Police want to address they are right there with them. It is better for the resident and better for the animal. They have returned an animal as late as 2:00 a.m. There are no set times.

Councilmember Swain asked where in the Police Department the animals would be returned. Ms. Tyler stated that they would meet the resident in the back lot; the animal is not brought into the building. If they suspect a confrontation they have a Police officer respond and notify the owner as to the time of return.

Their answering machine is checked every 20 minutes. Traps do not work in snow and cold weather, so they wait for the best weather possible. They do many trappings in March and November because it is kitten season. Most wildlife situations are given to various contractors they work with at a reasonable price. Items such as ground hogs are not a health hazard. However, if it is a sick raccoon they will be there to catch it. If something comes up that is not in the contract they will work it out.

Councilmember Swain asked if the kennels in Wyckoff and Paramus serve all the towns they service. Ms. Tyler stated that they did. Paramus is the busiest shelter. Wyckoff could become busy if they have an aggressive dog because that

kennel has cement walls all the way up. Keeping the facility open at Fair Lawn is the right thing to do for the community. Once a facility is closed it loses its grandfathering. If an animal is not claimed in the first 24 hours it is most likely not going to be claimed. They must wait seven days before an animal can be put up for adoption.

Even if there are no animals at the shelter a kennel attendant goes there every day to keep the place clean. They set up alarms that alert them of a fire or if it is too hot or too cold. The alarms are monitored 24/7 by a station in Lyndhurst who calls her directly if there is an issue.

Councilmember Swain asked about adoption groups having passcodes to the kennels. Ms. Tyler stated that they have passcodes on the doors and do not use keys. She has a close relationship with individuals from The Humane Society of Bergen County, Paws and Purrs, Bloomingdale's Animal Control, Ribari and Last Chance Pet Rescue and only those people are allowed access. This arrangement speeds up the adoption process since they do not need to wait for her to get there to show a dog. They report to the State on the animals that were transferred to an outside facility.

Councilmember Swain asked how they decide if an animal must be euthanized. Ms. Tyler said many people cannot afford to euthanize a sick dog or care for a dog with cancer, so they find many dogs with large tumors that are confirmed by a vet. The dog is held the mandatory seven days and they check on their quality of life. If the quality of life is not consistent, then the vet makes the call to euthanize. If the animal is healthy, friendly and can be handled by the public it is put up for adoption. Sick animals are provided with food, water and clean linens. She likes animals and does not rush to put an animal to sleep.

Their success rate with kitten adoptions is almost 90%. However, many of the adult cats are not friendly. Most were trapped on abandoned colonies that were started and could not be maintained. If cats are not adoptable and cannot be placed safely in a home or on a farm, she cannot responsibly put them in a community and put the towns at risk. She and her daughter are both euthanasia technicians. They do not make this decision lightly.

Mayor Cosgrove asked how many towns Tyco serviced. Ms. Tyler stated that they are currently serving 22 towns in Bergen County plus Hawthorne. Councilmember Peluso asked what the response time would be to pick up an animal. Ms. Tyler stated that a live animal is picked up usually in a half hour. Road kill is picked up during routine patrols unless it is offensive or obstructing traffic and then it is picked up immediately. Councilmember Peluso asked if they would pick up an injured hawk. Ms. Tyler stated they have picked up many hawks that were brought to the Rapture Trust, who are the only ones under State

law that can handle them. They also work with Franklin Lakes Animal Hospital and the Audubon Society.

Mayor Cosgrove opened the time for questions from the public.

John Timmins, 13893 Passaic stated that if Animal Control had pursued shared services with other towns like the previous Council agreed, Fair Lawn would have brought in more money.

Attorney Mondello asked the Council not to opine or comment since Mr. Timmons filed a lawsuit.

Mayor Cosgrove informed Mr. Timmons that he could ask questions of Tyco; however, other questions cannot be addressed.

Rich Dubarton, 23 Summit Avenue, Butler asked how many Animal Control Officers were on call. Ms. Tyler stated there is a person on call plus one back up. Mr. Dubarton stated that the Fair Lawn facility will also be used for the other 22 towns, so she will be making money off the town's facility. Ms. Tyler stated that an animal from another town may end up in Fair Lawn, but it is part of the regionalization. She is not charging extra to run the Fair Lawn facility. She wants to keep it because it is grandfathered and once it is gone it will never be replaced.

Mr. Dubarton asked Ms. Tyler to estimate how much revenue could be brought in if Fair Lawn kept the facility and tried to pick up for other towns. Ms. Tyler said she tried to assist the Health Department with this five years ago but the towns that were interested went to other contractors. She did not know how much revenue could be obtained. Towns charge a different rate than she does. Mr. Dubarton asked if she was involved in trying to create shared services for Fair Lawn. Ms. Tyler stated that five years ago when she was asked by the Health Department she answered truthfully that she felt it would work because they had a large enough facility.

Mr. Dubarton inquired as to the size of the Wyckoff facility. Ms. Tyler stated there were six dog runs, one center room, a large fenced in area and a room that could be used for cats. It was close in size to Fair Lawn, which has ten dog runs. Mr. Dubarton asked about Paramus's facility. Ms. Tyler stated there are ten dog runs, an exotic room, two cat rooms and two exterior kennels for wildlife. Mr. Dubarton questioned whether there would be enough room to house all the animals from 22 towns. Ms. Tyler stated that it has been enough room so far.

Mr. Dubarton inquired if the proposed fees would be available to the public. Attorney Mondello stated that they still needed to speak to other agencies. The proposals will be made public at some point.

Mr. Dubarton asked who would have been involved in arranging shared services besides the Health Department. Ms. Tyler stated that she spoke to Health Officer Wagner and Animal Control Officer Coates and advised them about towns that may be interested.

Mayor Cosgrove noted that Ms. Tyler indicated the opportunities for shared services are gone. Ms. Tyler stated that there are four more animal control contractors than five years ago. There is more competition and towns are being pushed towards regionalization.

Councilmember Swain asked Ms. Tyler how many towns still had their own Animal Control Services. Ms. Tyler stated that Fair Lawn may be the last town with town-salaried animal control officers.

Councilmember Swain stated that she knew many residents were concerned about this issue. She thanked Ms. Tyler for her time and the Council for their patience. This is a very important issue for the residents, as pets are members of the family. Ms. Tyler stated that this is a very emotional issue. She assured them that she would stay in close touch with them.

## **PARKING ISSUES**

Traffic Safety Officer Franco was present.

He was alerted to a situation by the front entrance of Memorial Pool, which is a one way horseshoe. The roadway is wide enough to accommodate three vehicles and both sides are posted for "No Parking Anytime". Parents can pull up to either curbside, pick up their child and then leave. Some people are not moving up enough to leave space for other cars, so people are driving down the middle to get further down the line and creating a safety hazard.

The easiest solution is to make the left side "No Stopping or Standing", which will help push cars along and force everyone to the right side. He would like to monitor this for 90 days and if it works, they can enact an ordinance. He anticipates that in the beginning cars will get pushed through and have to get back on line again. Currently there is no left turn coming out of the roadway, so they will cover that sign so cars can circle around.

There was consensus to make the left side of the roadway entrance at Memorial School "No Stopping or Standing" for a 90 day trial period.

Traffic Safety Officer Franco stated that he has met with the principal and vice principal, who will notify the Board of Education and the parents.

### **REVIEW OF TENTATIVE AGENDA**

Municipal Clerk/Deputy Manager Kwasniewski stated that she is adding an award of bid for arcade games at the Community Center, approval of a massagist license and MOU for the Ambulance Corps.

She pointed out a correction regarding the Community Center fees for the Art Room.

### **COUNCIL LIAISON REPORTS**

Councilmember Swain distributed copies of the flyer for the Green Fair on March 4<sup>th</sup> from 6:00 to 9:00 p.m. There are many different presenters and great giveaways. She asked Manager Van Kruijning to send an email blast to residents about the event.

She attended the Knights of Pythias Event with Mayor Cosgrove, Councilmember Peluso and Deputy Mayor Lefkowitz where many wonderful organizations received a donation.

She and Manager Van Kruijning attended the meeting of the RRIC, which has new officers. The main discussion focused on marketing and pursuing more social media. The majority of people who check the website are women who live in Paterson and Fair Lawn. They are doing an event for Valentine's Day and try to pick a new theme each month.

The Arts Council will be doing a mural project on May 3<sup>rd</sup> in the Art Room. They would like to be able to hang their art in the atrium of the Community Center.

The ADA Committee's housing sub-committee met last night to discuss options for the Campbell Road property. The committee has placed further discussion on hold due to new pending legislation regarding special needs housing. She has reached out to Senator Gordon for help. Tom Toronto, president of Bergen County United Way has testified in Trenton against some of the changes, which would be detrimental to special needs housing. The discussion period on this new legislation ends on February 26<sup>th</sup> so they will know the outcome soon.

Councilmember Peluso agreed that the Knights of Pythias program was a nice event. It was great to see the charities receive a donation. The Pool Committee meeting was cancelled due to snow. They are trying to reschedule.

He received a few complaints from parents who send their younger children to the Community Center gym on the weekend or during school breaks that the gym is filled with high school students. The parents felt there should be a scheduled time when the first or second graders can play. Mayor Cosgrove stated that at the last meeting, the Community Center 501(c) 3 Committee discussed having more programming for younger children, either in the gym or the theater. Councilmember Peluso stated that several parents have said they do not go to the Community Center on the weekend because there are too many teens. Perhaps there should be an open gym period for younger children who are accompanied by a parent. Councilmember Swain stated that conversely when the middle school children start attending dances, the high school students stop going because younger children are there.

Deputy Mayor Dunay apologized for missing the Knights of Pythias event due to a work commitment. The Property Maintenance Committee is sponsoring an essay contest for older students in addition to its annual poster contest. They had discussed sidewalks in Radburn at a past Work Session, which led to a discussion of the policing of sidewalks in general. He asked if there was interest in returning this topic to a future Work Session agenda. Attorney Mondello recalled that the Council did not want to pursue an ordinance this year requiring homeowners to maintain sidewalks as it is a very sensitive subject that would bring concern to homeowners on fixed incomes. They need more time to look more closely at this matter.

At the Shared Services meeting that he and Councilmember Peluso attended, they discussed a shared services agreement for vehicle maintenance, additional parking at Westmoreland, the parking lot on Berdan Avenue and lightning detectors. They also discussed geese problems on several fields.

Deputy Mayor Dunay stated that they were supposed to have an Open Space meeting on Monday, but the Planner is not yet in place.

He asked about the discrepancy with the tax increase. Manager Van Kruijning explained that the State requires them to use the 2014 figures. Municipal Clerk/Deputy Manager Kwasniewski stated they were sending the user-friendly budget to the State because they have no choice and it will have those numbers. However, the tax bills will be generated from the CFO Palermo's numbers and will have the correct assessment.

Councilmember Swain asked about the budget update sheet that she asked for. Manager Van Kruijning confirmed that it was sent in an email as a PDF.

Deputy Mayor Lefkowitz stated that the Alliance for Substance Abuse Prevention was meeting tomorrow. She attended the President's Day Service at Temple

Emmanuel in Franklin Lakes with many different elected officials. It was a great bi-partisan event.

Mayor Cosgrove stated that he spoke to Tom Toronto this week regarding the financing for the affordable senior housing. They are apply for the next round of funding in July and will hopefully be approved. He had a phone meeting with County Executive Tedesco to try to expedite the work at Fair Lawn Avenue and Saddle River Road. He stressed to the County Executive that because of the 2016 replacement of the Fair Lawn Avenue Bridge by Passaic County, they need to have River Road and Maple Avenue completed to avoid a tremendous traffic jam. The County Executive assured him that he was going to check with the County Engineering Department. Engineer Garrison has a meeting on February 26<sup>th</sup> with County officials regarding Maple Avenue.

Manager Van Kruiningen stated that he spoke with Engineer Garrison today, who informed him that his counter-part in Cresskill is also attending the meeting. Cresskill started an intersection project two years before the Borough started with Maple Avenue and River Road and the project is still not completed. Mayor Cosgrove stated that the County is supposed repave Fair Lawn Avenue this year, but they have been waiting for the Federal Government to give them the money for the four bump outs on Fair Lawn Avenue. If they don't get the funding they will pave and them install the bump outs afterwards.

The EDC has straightened out everything with NJ Transit, who forgot to send the agreement for funding to the County.

He did not attend the Fire Board meeting but was advised that there was a working fire on Smith Avenue. The Fire Department did a great job of stopping the fire from expanding through the house.

## **POLICY ON OPEN SPACE PURCHASES**

Councilmember Swain stated that she placed this back on the agenda because they did not finish establishing a policy moving forward. Manager Van Kruiningen stated that Attorney Mondello submitted all the State requirements. He did not feel a policy was necessary. In the event that the something like this comes before the Council, they will have to make the ultimate decision prior to discussion at Open Space or other meetings. The Council must stick with their decision.

Attorney Mondello stated the Dube property made them ask if guidelines were in place that would have prevented this from happening and there were. They all understand that this was an anomaly that will not happen again. To have a policy for open space is different. That is a policy they can get to at some point.

Mayor Cosgrove felt the policy should be that the Council reviews the inventory presented from the Open Space Committee to see if it is right to purchase the properties. Manager Van Kruiningen stressed that they should not be purchasing property just for the sake of purchasing. There must be a need or benefit to acquiring the property and not just because it is listed on the open space inventory. Mayor Cosgrove agreed. Each individual case should come before the Council.

Deputy Mayor Dunay felt they should re-evaluate whether to continue having Open Space meetings monthly. Scheduling meetings monthly make sense, but they should only meet when there is something pending since there is a cost for if the Planner attends. Municipal Clerk/Deputy Manager Kwasniewski noted that several years ago the Council decided that every committee, with the exception of Planning and Zoning Boards, should meet every other month. All committees complied except the Open Space Committee, although at the time there was more business at hand.

Deputy Mayor Dunay stated that if the Council was setting a high bar for open space purchases, they should seek the advice of the Open Space Committee, but they should not buy properties just for the sake of spending Open Space funding. He reiterated keeping the monthly meeting dates but only convening the group when there are actionable items to discuss. In an interesting proposal comes through, he preferred the Council review it first to see if there is potential before having the Committee review it.

There was consensus that Deputy Mayor Dunay advise the Open Space Committee about the meeting procedure discussed above.

Councilmember Swain stated that in the past decisions were made without all of the information. Although policies are in place, future Councils need to be reminded of this.

#### **FLBOE/BOROUGH COOPERATIVE PARKING LOT - BERDAN AVENUE**

Manager Van Kruiningen stated this was on the agenda at the Shared Services Meeting with the Board of Ed. When the High School was under construction, a temporary lot was installed on Berdan Avenue between Fairclough and Cadmus Place. They now see a need for it. As they all know the parking around the High School is very congested. Putting a lot in would help the High School during the day and help at night with the Community Center parking. The high school only has 10 spaces for the students with the rest of the spaces left for the faculty and staff. As the year goes on more and more students get their licenses when they are in their Junior and Senior years.

The Board of Education has funding the installation of the parking lot in their preliminary budget for 2015. They are asking the Borough to pay for the installation of the electric and the buffering around the property lines. He wanted to know if the Council was willing to move forward with this. The Board of Education was moving forward with it. If the Council agreed, they would have to figure out the costs.

Mayor Cosgrove wondered how many spaces it would create. Manager Van Kruiningen believed it would be between 60 - 80 spaces. Manager Van Kruiningen explained that he had informed the Shared Service Committee in the event that they were to move forward with this, it would have to a cooperative between the Borough and the Board of Education.

Mayor Cosgrove said there is a problem with the parking on the streets around the high school especially when it snows. He would like to see how much the Borough would have to spend, how many spaces it would create and then make an intelligent decision.

Councilmember Peluso stated that one of the suggestions that were made were to do a survey of the neighbors to get an idea how they felt.

Councilmember Swain stated that she had been down this road before. She was the Chair of the High School Committee. They had just spoken about open space and now they want to take open space and turn it into a cement parking lot. She wanted to know what was going on with the school because in the past there were a lot more parking spaces. Councilmember Peluso stated it is because of the number of staff that is now employed. Mayor Cosgrove stated that people in the area are concerned about the parking. Manager Van Kruiningen stated that if they don't want to pursue it because of open space he wanted them to be aware that residents may come in complaining about the parking. There is no other solution around the high school.

Deputy Mayor Lefkowitz wondered if there would be a cost to do the survey. She would like to know what the residents are thinking. She thought once they knew what the residents thought and what the costs would be they could reassess it.

Mayor Cosgrove stated that if there was a parking lot with 70 spaces they would have the kids hanging out and it would not be good in the middle of a neighborhood. He did not know why they built houses and left that vacant lot.

Deputy Mayor Lefkowitz thought the survey should include the current people and the potential people that will be affected. She would like to see the survey before it goes out.

Manager Van Kruijning stated that he would have Assistant Support Specialist Magarelli go out and count the cars and determine what streets they are parked on and then survey all of them.

Councilmember Swain stated that people may park there overnight in bad weather which would make it difficult to plow.

Manager Van Kruijning stated he would report back with the total number of spaces and the results of the survey. Mayor Cosgrove added that they would like the cost of what the Board of Education wants.

Deputy Mayor Dunay wondered if they could make the survey less expensive by doing it online.

Councilmember Swain stated she was not in favor of putting a parking lot there but thought if the residents really wanted parking, she would rather see some type of a parking facility at the high school. They already have the cement and the air rights because of the height of the high school. Manager Van Kruijning said that it would cost a huge amount of money to build a parking garage.

There was a unanimous consensus to authorize the Manager to conduct a survey, report back to the Council with the results along with the cost and number of spaces that could be installed.

#### **ALL SPORTS REQUEST TO AMEND POLICY FOR BACKGROUND CHECKS:**

Mayor Cosgrove stated he was contacted by All Sports who has entered into a contract with Little League International. They have a specific policy for background checks which is a little more extensive than the Borough's. It will not cost the Borough anything. The matter was referred to the Risk Manager who reviewed it with the JIF who said it was acceptable to them.

There was a unanimous consensus to amend the policy for background checks for All Sports.

#### **IT REVIEW:**

Mayor Cosgrove stated after spending time in the Borough Hall, he is aware that there are a lot of people using the computer system and knows that the maintenance repair is outsourced. He felt that eventually they would need an IT person for the Borough who would build a system for everyone. There are departments that have different systems. He wondered if they could find out from similar communities what they do and if they have an IT person and what they are paying.

Councilmember Swain wondered if they still share with the Board of Education. Municipal Clerk / Deputy Manager Kwasniewski stated it never got off the ground. Manager Van Kruijning explained that the Board of Education has a large amount of computers compared to the amount the Borough has. Attorney Mondello advised that the Fire Department is using very antiquated software which was at the heart of the Harraka case.

Manager Van Kruijning said he would report back in a month.

There was a unanimous consensus to have the Manager report back in a month with information about having an IT person.

#### **MISCELLANEOUS PUBLIC COMMENT:**

Craig Miller, 5 Ramapo Terrace, spoke about the proposed parking lot and expressed his concern if the High School and the Community Center both have an event at the same time. He wondered who would maintain the parking lot lights and who would control the lot. Manager Van Kruijning explained that most of the events are held at night at the high school and parking is available where the staff parks. The Borough would be responsible for the light poles and the electric charges.

Mr. Miller felt there should be a shared parking lot at Memorial Pool where the staff could park and be bused to the high school. He does not see someone walking from that area to the Community Center. Mayor Cosgrove said the use of an offsite parking lot is done in other areas. Councilmember Swain suggested adding a route to the mini-bus in the morning.

#### **CLOSED SESSION RESOLUTION**

Upon motion by Deputy Mayor Lefkowitz and a second by Councilmember Swain, the following closed session resolution was unanimously adopted at 9:20 p.m.

**WHEREAS;** the Open Public Meeting act of the State of New Jersey permits the public to be excluded from certain matters to be discussed by the Governing Body; and

**WHEREAS;** the Mayor and Council of the Borough of Fair Lawn desire to discuss Personnel – Fair Lawn Historic Preservation Commission; Anticipated Litigation – Retired Police Officer Moto and Pending Litigation – Verizon vs. Borough of Fair Lawn; and

**WHEREAS;** these matters are ones which permit the exclusion of the public from such discussions; and

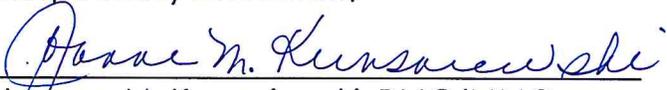
**WHEREAS;** minutes will be taken during this closed session and once the need for confidentiality no longer exists the minutes will be available to the public.

**NOW, THEREFORE, BE IT RESOLVED,** by the Mayor and Council of the Borough of Fair Lawn that the public be excluded since these matters as set forth above are ones which permit the exclusion of the public from such discussions.

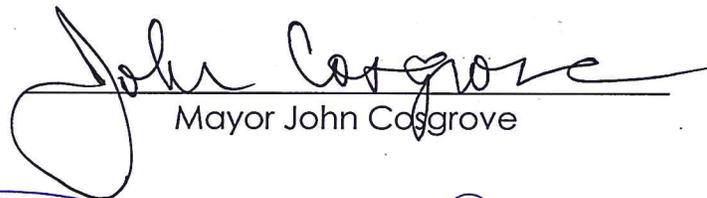
**ADJOURNMENT**

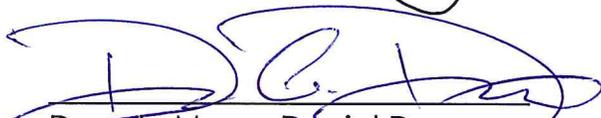
Upon motion by Councilmember Swain and a second by Deputy Mayor Lefkowitz, the Work Session was adjourned at 9:45 p.m.

Respectfully submitted,

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

The undersigned have read and approve the foregoing minutes.

  
\_\_\_\_\_  
Mayor John Casgrove

  
\_\_\_\_\_  
Deputy Mayor Daniel Dunay

  
\_\_\_\_\_  
Deputy Mayor Amy E. Lefkowitz

  
\_\_\_\_\_  
Councilmember Kurt Peluso

  
\_\_\_\_\_  
Councilmember Lisa Swain