

WORK SESSION OF APRIL 21, 2010

Mayor Tedeschi called the meeting to order at 6:40 P.M.

In accordance with the Open Public Meetings Act, annual notice of all meetings of the Borough of Fair Lawn was published in the Record issues of December 18, 2009. Notices were also posted on the bulletin board located on the first floor of the Municipal Building and the Maurice Pine Free Public Library. Copies were mailed to The Community News and posted on the Borough of Fair Lawn Website. The annual notice identified the times and locations of the Council meetings and work sessions.

PRESENT: Mayor Tedeschi, Deputy Mayors Swain and Weinstein and Councilmembers Baratta and Trawinski.

ALSO PRESENT: Acting Manager Kwasniewski, Assistant Municipal Clerk Bojanowski, Borough Attorney Rosenberg and CFO Palermo.

BUDGET

Library

Acting Manager Kwasniewski recalled that the Council had asked the Library to revisit their budget proposal to make additional cuts. Tim Murphy, Library Director, stated that he was able to cut the budget by \$147,000. They now have the exact number for Blue Cross which is \$31,860 and they will not replace the librarian who is retiring. Only one reference library will be available on Saturday and Sundays and the Library will close on Thursday evenings at 5:30 p.m. instead of 9 p.m. beginning in July. Mr. Murphy reported that the Library will be closed on Sunday until after Labor Day.

Mr. Murphy stated that the materials budget will be cut further and he pointed out that they are already under spending in this area. He said that there is over \$24,000 of unanticipated income being brought forward which he added to the budget. This represents a 1.1% budget increase rather than the 7% increase which was requested earlier.

Upon questioning by Acting Manager Kwasniewski, Mr. Murphy said that attendance was still high on Sundays and closing on Sundays would not go over well. Acting Manager Kwasniewski asked if it would be possible to rotate between Saturdays and Sundays. Mr. Murphy explained that he would eliminate at least two staff members on both days and said that rotating days would not be feasible.

Deputy Mayor Swain asked why Mr. Murphy chose Thursday night to close. Mr. Murphy stated that Monday is the busiest day and it winds down as the week goes on with attendance being minimal on Thursday nights. This will save money while having the least impact on the public.

Deputy Mayor Weinstein asked if the savings noted due to the Thursday evening closing include utilities. Mr. Murphy said it did not but he didn't expect much of an impact and the real savings come from cutting part time salaries.

Acting Manager Kwasniewski stated that the Library is sending a union rep to the meeting on Friday. Deputy Mayor Weinstein said that Borough employees have been asked to consider eliminating salary increases this year. He asked if Library employees would do the same. Mr. Murphy said he couldn't predict how the employees would respond but he would discuss this with them. Deputy Mayor Swain asked how Mr. Murphy came up with the number for Blue Cross and Mr. Murphy said that he used a worst case scenario. CFO Palermo questioned the maintenance man and Mr. Murphy explained that they have one full time and two part time maintenance workers and the full time worker retired at the end of last year.

Mayor Tedeschi said that the Council would consider \$147,000 in cuts to be the final budget but he warned that they may have to look for more. Mr. Murphy said that that the Library Board will have to approve the amended budget at next week's meeting.

Health Department

Mayor Tedeschi noted that every department has their own supplies inventory and he asked about the possibility of one single inventory. Acting Manager Kwasniewski said this was done before she worked in Fair Lawn and she understood that it was not successful. She didn't think this would work because there is no one person questioning the purchases but they could try it. She reported that there was a swap day where people from different departments brought what they weren't using. Mayor Tedeschi said that most departments have far more than they need and they should begin ordering on a "just in time" basis.

Health Officer Wagner said that they cannot send the Registrar's information to the printer. There was further discussion on printers and Mayor Tedeschi recommended sending information to be printed to the copier to save money. Acting Manager Kwasniewski said that they have done that on a small scale and this can be expanded now that they have the server but she must make sure that no one is sending information to the color printer which is expensive.

Health Officer Wagner explained that there are two grants. One is for the regular services such as the early childhood immunization programs, blood pressure screenings, etc. This service costs about \$15,000 to \$16,000. There is a second contract with Valley Hospital for the H1N1 which can be charged against the grant.

Councilmember Trawinski referred to Line Item 51 for medical service. Health Officer Wagner stated that this is for physical for emergency responders. Acting Manager Kwasniewski said that this program is finally in place and she has signed the purchase order. Jim Van Kruiningen checked with the Emergency Services after the policy was finalized and was assured that everyone was in agreement.

Councilmember Trawinski asked for information about Line 81. Health Officer Wagner explained that this is blood screening for Community Care. People pay for this service, however, the company they use did not want to take individual checks therefore, this has to become part of the budget. There is a corresponding offset on the income side. After some discussion, Councilmembers agreed to remove \$1,000 from this line item.

Acting Manager Kwasniewski said that Health Officer Wagner has suggestions for updating the code. Health Officer Wagner stated that the re-inspection fee for beauty salons is only \$10 which was changed from \$50 in the past. Health Officer Wagner explained that if there are a lot of violations there is actually more work involved in a re-inspection. She asked that \$25 be charged for the initial inspection with \$50 for a re-inspection. Mayor Tedeschi asked that all the fee amendments be put on one list to be considered at the same time.

Councilmember Trawinski asked about replacing the mini bus and Acting Manager Kwasniewski said that there may be some grant money available to help with the financing. There is money included in the budget to cover the matching funds that the Borough would have to contribute. She said that Fair Lawn did not receive the CDBG grant for the mini bus because the bus must be exclusively for the use of senior citizens which it is not. Acting Manager Kwasniewski stated that the bus is never full and the feeling is that it is better to have people of any age using it rather than have empty seats.

Councilmember Trawinski recalled getting CDBG grants for the bus in the 1990s, however, Mayor Tedeschi indicated that the Federal government has become more stringent. Acting Manager Kwasniewski was told by the CDBG staff that they would have to certify that the bus was being used by senior citizens only.

CFO Palermo explained how she offset the cost for the Meals on Wheels. Acting Manager Kwasniewski talked about the Volunteer Dinner at the Senior Center. The bill for the event was between \$200 and \$300 as opposed to having it catered at a much higher price.

Closed Session

Upon motion by Councilmember Trawinski and a second by Deputy Mayor Weinstein, the following closed session resolution was unanimously adopted at 7:25 P.M.

WHEREAS; the Open Public Meetings 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: Contract Negotiations – PBA/SOA, Health Benefits; Attorney/Client Privilege – Affiliated Management, Labor Attorney; and Personnel – Manager Interviews, Selection of Finalists, Personnel Strategies.

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.

Mayor Tedeschi reconvened the meeting at 10:19 p.m.

PRESENT: Mayor Tedeschi, Deputy Mayors Swain and Weinstein and Councilmembers Baratta and Trawinski.

ALSO PRESENT: Acting Manager Kwasniewski, Assistant Municipal Clerk Bojanowski and Attorney Rosenberg.

Review of Tentative Agenda – 4/27/10

Acting Manager Kwasniewski listed three additions to the agenda as follows: Refund of Overpayment of Taxes; CDBG Grant Application – Care Plus; and, Authorization RFP – Risk Managers. Mayor Tedeschi asked if the Acting Manger had sent out letters asking for reports on Care Plus and she indicated that the Borough doesn't give any money to Care Plus.

Councilmember Trawinski asked for details on both the Civil Rights and Forestry Resolution. Acting Manager Kwasniewski explained that JIF requires periodic updates of the Employee Handbook which includes the Civil Rights Resolution. A Forestry Resolution is required in order to apply for a grant.

Request by Knights of Pythias – Hand of Friendship Day

Councilmembers agreed to the standard licensing procedure.

Budget – Review of Outstanding Items

Mayor Tedeschi thought that this shouldn't be discussed tonight due to the lateness of the hour; however, Councilmember Trawinski said that Acting Manager Kwasniewski needed some direction. The Council reviewed Mayor Tedeschi's suggested changes to the budget.

Mayor Tedeschi asked about the Mental Health Program and whether or not it is being used. Acting Manager Kwasniewski said that the Borough doesn't have a formal program with West Bergen Mental Health and Mayor Tedeschi proposed cutting the program by \$10,000. CFO Palermo asked if the Borough receives a report from West Bergen Mental Health and Acting Manager said that they have not received anything in quite some time.

Mayor Tedeschi recalled that they used to make a donation to what was formerly as the Fair Lawn Mental Health Center. At that time, West Bergen Mental Health indicated that they had no money in the bank, however, it was later learned that they had a \$250,000 surplus in the bank. He suggested that the center be contacted and asked how many employees actually use it. Acting Manager Kwasniewski said that she would ask for a report on the services they have provided to the employees.

Mayor Tedeschi referred to the fuel oil and gas expenses and CFO Palermo reported that through the first quarter it is running at approximately \$75,000. If prices remain constant, he projected a cost of \$300,000 for the year. If prices rise by 15% the cost would rise to \$350,000. He suggested cutting \$15,000 from this section of the budget. Attorney Rosenberg stated that the Borough could look into getting another supplier for gas and electric and there could be a 5% difference depending on the distributor. Acting Manager Kwasniewski said that she would explore this possibility.

Regarding the Veterans, Acting Manager Kwasniewski stated that the Borough gives \$4,000 to this organization and it was suggested that this be cut to \$3,300. This money is used to fund the parade.

Acting Manager Kwasniewski stated that the Borough spent \$69,500 on postage last year. To save money, the calendars and newsletters will be inside the Community News and extra copies will be available in the Library, the Senior Center and the Municipal Building. Mayor Tedeschi added that bulk mailing must be done out of Paramus which is inconvenient.

Acting Manager Kwasniewski explained that miscellaneous is the contingency or the cushion they have to rely on when all else fails and none was used last year. The professional service refers to the Court audit and CFO Palermo advised that they won't have to pay for this service until the following year.

Acting Manager Kwasniewski stated that third party billing has the potential to generate substantial revenue. Mayor Tedeschi referred to a prior meeting when the Ambulance Corp indicated that they were concerned about a reduction in donations due to this third party billing. The Council stated that they would make up any decline in donations and Mayor Tedeschi said that the amount the Council anticipates is \$50,000. CFO Palermo suggested that they see what the surplus turns out to be next year before giving them any money. Councilmembers unanimously agreed to the third party billing and Acting Manager Kwasniewski stated that she anticipates that this system could be set up to begin on July 1st. Fair Lawn residents will not be responsible for any charges that their individual insurance does not cover.

The Council discussed a mistake in the salary of two Library employees. The two employees who were paid too much will return the overage to the Borough. Acting Manager Kwasniewski stated that there would be an additional \$20,000 of revenue if pool fees were raised by \$10 if the same number of people joined the pool as last year. Mayor Tedeschi pointed out that water consumption for the pool is 1 million gallons a day for 70 days. Deputy Mayor Swain indicated that she is in favor of raising pool fees and she would also support raising the guest fee. Councilmembers were in agreement. Acting Manager Kwasniewski said that raising the camp fees is not recommended because there was a profit of \$2,600 last year. Councilmember Baratta suggested that they look into what it is costing to run these programs. They should concentrate on bringing that number down. Acting Manager Kwasniewski pointed out that camp staff salaries were in excess of \$60,000. Councilmember Baratta said that they need to look into better ways to run the program for less money. Acting Manager Kwasniewski indicated that they have been running the camp the same way for a long time and she

agreed that it needs to be investigated. They could try to do more exciting things that cost less.

Mayor Tedeschi stated that the camp program lacks creativity. It costs \$300 per child for a three week session and parents have indicated that they are willing to pay more. Councilmember Trawinski suggested a modest increase in fees and added that they should investigate what they could be doing differently which would make the program more exciting for next year. Mayor Tedeschi suggested that the cost of the program be increased by \$10 per week. After more discussion, Councilmembers agreed on a \$5 increase and there will be no change in the cost for pre and post camp.

Councilmembers discussed the closing of Walsh Pool. Deputy Mayor Weinstein asked how much this would save and Acting Manager Kwasniewski said they would save \$15,000 in salaries and \$10,000 to \$15,000 on operating costs. Mayor Tedeschi recommended leaving something there for the residents which has to be planned for in the capital budget. Deputy Mayor Weinstein suggested using the Open Space funds for something.

Acting Manager Kwasniewski stated that there would be no new vehicles added this year. Mayor Tedeschi said that all Borough vehicles should be surveyed by a mechanic, with police vehicles being surveyed first.

Acting Manager Kwasniewski stated that the Council needs to decide if there are going to be any changes regarding rank. The Police Chief has asked for two lieutenants, one to do the accreditation and the other to do take care of Community Policing which is a budgetary item.

Deputy Mayor Weinstein asked if the accreditation program is included in the budget. Councilmember Trawinski indicated that he would support the additional lieutenant for that purpose if they get the funds from the Prosecutor to pay for the accreditation. He stated that the Council supports the other lieutenant for a variety of reasons. Mayor Tedeschi said that they will end up with a sergeant and a lieutenant in Community Policing which he does not support. He supports one lieutenant only and added that this is not the year to create rank.

Councilmember Trawinski said he supports two lieutenants for legal reasons that he should not mention in open session. He suggested taking a consensus and he suggested that one of the positions be conditional on the Chief getting the forfeiture funds and that person would be assigned primarily to supervise the certification process. Deputy Mayor Weinstein stated that they made a good argument regarding the supervisory situation and in the long run it will save money.

Mayor Tedeschi asked if the Police Chief ever gave an analysis of the Patrol Division. Councilmembers indicated that this hasn't been received and Mayor Tedeschi felt that until this is received no officers or promotions should be put in the budget. Mayor Tedeschi stated that at this point in time there are more police officers to manage less activity.

Councilmember Baratta indicated her support of one lieutenant for accreditation contingent on getting the funding, and a lieutenant for the accreditation on the basis of the forfeiture funds. The consensus was to support the promotion.

Councilmember Trawinski recalled a memo received in 2009 from Joe Cook noting the need for additional supervisors. The memo pointed out that based on 68% of towns in Bergen County. Fair Lawn had a supervisor to sworn officer percentage of 25% which is well below the County average of 37.4%. The Borough has been informed constantly over the last several years that part of the litigation that was faced was due to the fact that there are not proper supervisors in proper positions. Councilmember Trawinski said that this has cost the Borough in legal fees and the Borough is being penny wise and pound foolish if the additional lieutenant is not authorized.

Mayor Tedeschi stated that in 1996, it was suggested that annual reviews for all Borough Employees, including police officers, be conducted. Adding another lieutenant will not solve the problem. However, he said that going through the accreditation process will help because Fair Lawn will be forced to go through the process, set up the SOPS, procedures, evaluations, etc. Fair Lawn has one major crime per year for every 1,000 people and the number of calls is down 19%. He cannot support additional rank.

Councilmember Trawinski said that even though the number of calls is less, the manner in which the police have to respond to calls has changed significantly by legislation. Many times, the police are mandated to send two officers to respond to a call. This means that even though the calls are down the demands on the police department is greater by statute. Also, from a safety point of view sending one officer doesn't make sense given the increase of violent crimes in New Jersey. Councilmember Trawinski indicated that he strongly disagrees with Mayor Tedeschi because it is important to provide appropriate supervisors in the appropriate positions. The Borough has the opportunity to provide a better way that the public perceives policing and he added that it will be a huge mistake if this other position is not created. Mayor Tedeschi continued to disagree and he added that there has not been an evaluation of the patrol division in 40 years. He reiterated that he supports one additional lieutenant but not two and adding rank is not the solution.

Deputy Mayor Weinstein stated that the Police need an additional leader or lieutenant in order to move in the right direction. They need to set the stage now for the future because the desk audits have shown that additional supervision is needed.

Mayor Tedeschi stated that in the community policing a new lieutenant would be added but no new sergeants. Councilmember Trawinski recommended authorizing two sergeants and Acting Manager Kwasniewski said that the appointments would be staggered. Deputy Mayor Swain said that although she agrees with Councilmember Trawinski, this sends the wrong message and she recommended revisiting this is three to six months.

Mayor Tedeschi asked how a 5th lieutenant or two additional sergeants would turn the Police Department around. Councilmember Trawinski said that it will significantly contribute to the solution. The consensus was the make the appointments of two

lieutenants be staggered, with one on July 1st and, if the funds are available, the other no earlier than October, with Councilmember Baratta and Mayor Tedeschi dissenting.

Councilmember Trawinski stated that the Borough needs to authorize the movement of two sergeants. The first would be contingent upon getting the funding for the accreditation. Deputy Mayor Weinstein agreed stating that it is necessary for the supervision of the department and to correct errors that took place in the past. Councilmember Trawinski proposed one promotion for sergeant to coincide with the promotion to the lieutenant for the accreditation process.

Deputy Mayor Swain commented that she didn't think they could afford this and Councilmember Trawinski said they can't afford not to do this. Councilmember Baratta indicated that she supports it but not at the moment with everything that is going on with the other departments. She said that it is a band aid and it not the whole answer. After more discussion, Councilmembers decided to hold off on the sergeants and discuss it further at the next work session. Councilmember Trawinski asked that CFO Palermo provide information on what the budgetary impact would be in 2010 and 2011 for the appointment of both a lieutenant and sergeant beginning on both July 1st and October 1st of this year.

Acting Manager Kwasniewski referred to the Cops Grants and is hoping that they will be able to amend the grant because they are down two officers. There will be retirements next year and the Council needs to commit to replace them or there will be a supplanting issue. Councilmembers indicated that they would not commit to anything and Acting Manager Kwasniewski said that she would not apply for the grant.

The Councilmembers discussed the Manger's vehicle and Acting Manager Kwasniewski pointed out that the price of gas will become quite burdensome if the new manager lives a long distance away. Councilmember Trawinski asked if it would make sense to reimburse for mileage than using the vehicle and Acting Manager Kwasniewski said that this again depends on the geography. She suggested giving a flat expense and Councilmember Baratta said that this is the time to consider different options.

Councilmember Trawinski indicated that he favors eliminating the vehicle altogether. Councilmembers counted the number of cars that the Borough gives to employees and came up with fourteen. Mayor Tedeschi suggested eliminating cars for Borough employees across the Board. Acting Manager Kwasniewski said that the Council should ask employees with a car to justify why the cars are needed and the Council can decide whether this practice should continue.

Acting Manager Kwasniewski referred to the expense line item which includes charges for dues, seminars, conventions, etc. She has sent a form to the pertinent employees asking them to list their dues and associations, conferences and any further requirements necessary order to do their job. The Council has already eliminated the League of Municipalities Convention in November. Deputy Mayor Swain stated that these trips should be looked at on a case by case basis and the Borough should pay for the trip only if it is necessary to maintain a license for the job that the employee is currently holding.

Acting Manager Kwasniewski stated that Fair Lawn has always been generous to their employees. For the most part, the employees understand the situation the Borough finds itself in; however, they think that having to use their vacation time to attend seminars and similar venues is going too far. Mayor Tedeschi asked for a list of employees receiving stipends along with their salaries.

Acting Manager Kwasniewski spoke about fast tracking the bond ordinance for police vests. She said that the vests are expiring today and the ordinance is need for approval of \$41,000. Councilmembers agreed to the ordinance.

The Council discussed the potential cell tower on the Municipal Building. Attorney Rosenberg said that he has two ordinances. The first option states that the site plan approval requirements do not apply to the Municipal Building Complex. Councilmember Trawinski stated that residents will accuse the Borough of not being transparent in going forward with that option and he recommended going with the second option which does not exclude the Borough from site plan review.

Acting Manager Kwasniewski referred to the Statistical Report and Mayor Tedeschi indicated that he did not favor going over the report since he has questions. Councilmembers agreed to consider the Mini Bus and Animal Control. Acting Manager Kwasniewski stated that she will have to send out a Rice Notice regarding the mini bus. Councilmember Trawinski said that everyone has to realize they will hear from the Seniors regarding the mini bus. Councilmembers considered Animal Control and Acting Manager Kwasniewski said that they pay \$120,000 in salaries, including benefits, for this department. Councilmember Trawinski asked if they will lose anything if they go ahead with a County contract. Acting Manager Kwasniewski said that there may be services that the County will not provide. The Council decided that even though it may take a longer period of time for a County worker to pick up a dead animal they should go forward with the County to save money.

Mayor Tedeschi returned to the issue of the mini bus and said that they have \$142,000 in salaries and benefits to run the service at the moment. They plan to go to one full time bus driver and one part time person which is equivalent of eliminating one full time employee. Acting Manager Kwasniewski said that they could eliminate Saturday service to save extra money and Councilmembers indicated that they would re-visit that possibility at a later date.

Regarding the sewer rodding, Deputy Mayor Weinstein said that he spoke with residents who told him that they paid Rotor Rooter \$300 for a similar service and the residents suggested that the town charge for the service. He suggested charging for this service rather than cutting it. Acting Manager Kwasniewski said that she didn't think the DPW workers should go into resident's homes. Deputy Mayor Weinstein recommended checking into this further, however, Acting Manager Kwasniewski said that the town has had to pay a claim this year because Borough workers broke a toilet. She said she will get the figures regarding cost savings.

Setting the Date for Budget Introduction

Mayor Tedeschi suggested May 11th as the target date for introduction of the budget.

Mayor Tedeschi referred to the property on Heights Avenue and said that Assessor Henderson had given an estimate of its value. He asked what the next step would be in order to demolish or sell the property. CFO Palermo stated that the proceeds from the sale of this property would go into the current account. Acting Manager Kwasniewski recalled that the Library Theatre was offered at auction and Borough Attorney Rosenberg said he would look into this option.

The Council reviewed the remaining dates for Manager Interviews and Budget Meetings which are April 28th and May 5th at 6:30 p.m.

Councilmember Trawinski asked CFO Palermo to prepare a spread sheet showing where the budget was as proposed and recommended by the Acting Manager. He asked her to add the authorized changes and what they mean in terms of the budget, the tax CAP and the spending CAP.

Mayor Tedeschi asked what is left to review in terms of the budget. Councilmember Trawinski said that they need to address the Library. Deputy Mayor Weinstein commented that they still haven't made any reductions. Deputy Mayor Weinstein suggested that he and Deputy Mayor Swain approach the Library since she was on the Board and he is familiar with Tim Murphy. Councilmembers agreed, however, Mayor Tedeschi felt it should be bi-partisan. After further discussion, Councilmember Trawinski suggested this be done sooner rather than later and they don't need to wait for the checklist. Other Councilmembers thought it would be useful to show them the checklist. Ms Palermo noted that the Library budget is \$2.5 million with \$1.6 of that being salaries and \$600,000 is medical benefits.

Acting Manager Kwasniewski questioned the reaction of the residents when they hear that Walsh Pool is going to be closed. Mayor Tedeschi said that they will have to have a plan ready informing residents of what is planned in the absence of Walsh Pool. Acting Manager Kwasniewski said that the residents have to understand that the Library has been over funded by millions of dollars. Deputy Mayor Swain said that in her opinion the problem is that the salaries are very high. The salary for the part timers is ridiculously high and they get sick time and holiday time which is a combination of abusive benefits. Mayor Tedeschi noted that the Borough never paid attention to it because the Borough could afford it in the past.

Request to Use Memorial Pool Parking Lot by Rotary

Acting Manager Kwasniewski stated that the Rotary would like to use the Memorial Park parking lot for a flea market on June 13th before the pool opens. Councilmembers agreed to this request.

Schedule Dates for Meeting with Judy Gottlieb

Acting Manager Kwasniewski has copied everyone on a list of dates when Judy Gottlieb was available. She worked for a long time in Civil Services and after a short discussion, Councilmembers settled on May 11th at the beginning of the meeting. Councilmembers decided to begin the meeting at 6:30 P.M.

Special Meeting

Upon motion by Councilmember Baratta and a second by Councilmember Trawinski, the meeting was adjourned to the Special Meeting at 12:13 a.m.

Mayor Tedeschi reconvened the Work Session at 12:15 a.m.

Public Comments

There were no comments from the public.

Adjournment

Upon motion by Deputy Mayor Swain, seconded by Councilmember Baratta, the meeting was adjourned at 12:15 P.M.

Respectfully submitted,

Marilyn B. Bojanowski, RMC
Assistant Municipal Clerk

The undersigned have read and approved the foregoing minutes.

Mayor Joseph Tedeschi

Councilmember Jeanne Baratta

Deputy Mayor Lisa Swain

Deputy Mayor Steven Weinstein

Councilmember Ed Trawinski