

REGULAR MEETING HELD ON WEDNESDAY, JULY 8, 2015

5:00 PM

ORDER OF BUSINESS

Item

1. CALL TO ORDER BY DIRECTOR

- 2. ROLL CALL** Freeholder Graham; Freeholder Mudrick;
Freeholder Vohden; Freeholder Director Crabb;
Steve Gruchacz, County Administrator;
John Williams, County Counsel;
Catherine Williams, Clerk

Freeholder Phoebus was not present.

3. MOMENT OF SILENT PRAYER AND SALUTE TO THE FLAG

4. PUBLIC STATEMENT

"Pursuant to the Open Public Meetings Act, Chapter 231, P.L. 1975 Adequate Notice as defined by Section 3D of Chapter 231, P.L. 1975, has been made by regular mail, such notice being submitted on January 5, 2015 from the Administrative Center of the County of Sussex, located at One Spring Street, Newton, New Jersey to the following:

New Jersey Herald	WSUS Radio
New Jersey Sunday Herald	WNNJ Radio
Star Ledger	

and is also posted on the bulletin board maintained in the Administrative Center for public announcements and has been submitted to the Sussex County Clerk in compliance with said Act."

5. PUBLIC HEARINGS

A.

**FINAL ADOPTION –ORDINANCE
311-2015**

Freeholder Director Crabb: "At our regular meeting held on June 25, 2015, we introduced for first reading the following Ordinance which was advertised in the New Jersey Herald issue of July 2, 2015, together with a Notice of Public Hearing stating it would be held at this meeting at 5:00 PM:

ORDINANCE TO AMEND THE FEE SCHEDULE OF THE DEPARTMENT OF ENVIRONMENTAL AND PUBLIC HEALTH SERVICES

MOTION at 5:01 PM that the Public Hearing be opened made by Freeholder Vohden, seconded by Freeholder Graham and passed unanimously.

Is anyone present to be heard regarding this Ordinance?

There was no one present

MOTION at 5:02 PM that the Public Hearing be closed made by Freeholder Mudrick, seconded by Freehold Vohden and passed unanimously.

MOTION at 5:03 PM that this Ordinance be finally adopted made by Freeholder Vohden, seconded by Freeholder Mudrick.

On Roll Call the vote was:

Freeholder Graham	Yes
Freeholder Mudrick	Yes
Freeholder Vohden	Yes
Freeholder Director Crabb	Yes

MOTION at 5:04 PM to authorize the Clerk to advertise this Ordinance as finally adopted, and also post same on the bulletin board in the lobby of the County Administrative Center made by Freeholder Vohden, seconded by Freeholder Graham and passed unanimously.

B.

**FINAL ADOPTION –ORDINANCE
312-2015**

Freeholder Director Crabb: "At our regular meeting held on June 25, 2015, we introduced for first reading the following Ordinance which was advertised in the New Jersey Herald issue of July 2, 2015, together with a Notice of Public Hearing stating it would be held at this meeting at 5:00 PM:

**MEMORIALIZING MID-BLOCK CROSSWALKS ON SUSSEX COUNTY ROUTE 519
AT THE INTERSECTION WITH PAULINS KILL VALLEY TRAIL, MILE MARKER
67.78 +/-, AND THE INTERSECTION OF GREAT VALLEY TRAIL, MILE MARKER
69.65 +/-, BOTH IN THE TOWNSHIP OF HAMPTON**

MOTION at 5:05 PM that the Public Hearing be opened made by Freeholder Mudrick, seconded by Freeholder Vohden and passed unanimously.

Is anyone present to be heard regarding this Ordinance?

There was no one present.

MOTION at 5:06 PM that the Public Hearing be closed made by Freeholder Mudrick, seconded by Freeholder Graham and passed unanimously.

MOTION at 5:07 PM that this Ordinance be finally adopted made by Freeholder Vohden, seconded by Freeholder Mudrick.

On Roll Call vote was:

Freeholder Graham	Yes
Freeholder Mudrick	Yes
Freeholder Vohden	Yes
Freeholder Director Crabb	Yes

MOTION at 5:08 PM to authorize the Clerk to advertise this Ordinance as finally adopted, and also post same on the bulletin board in the lobby of the County Administrative Center made by Freeholder Vohden, seconded by Freeholder Graham and passed unanimously.

6. PROCLAMATIONS/CERTIFICATES/PRESENTATIONS

A. Proclamations

1. Proclamation in recognition of the 75th Anniversary of the Sussex County Farm and Horse Show
313-2015

7. PUBLIC SESSION FROM THE FLOOR

(Please note: Everyone is asked to keep their comments to 5 minutes or less)

MOTION made at 5:10 PM by Freeholder Graham to open the meeting to the Public, seconded by Freeholder Vohden and passed unanimously.

Comment by Dan Scheuer

Mr. Scheuer came forward and stated they were here about a month ago and asked if they could start their interview process for the Fire Marshal and Assistant Fire Marshal. He said you told him you had to check with the Sheriff's Department before they could move forward.

The only correspondence I have received back from them was from Undersheriff Armstrong who made the statement that we could notify the fire service of the openings and we could accept the resumes but not do any interviews. Up to this time, this is where it stands. We have received some resumes back and we have reviewed some. We would like to ask this Board if we could start doing our interviews to make our selections for the two Assistant Fire Marshal positions that are now open since Dan will be moving to Fire Marshal. It is very important to the Fire Service of Sussex County and very important to the County that we get these things taken care of and move forward so the County does not forfeit any funds to the state if the state has to come in and do any fire inspections and certifications and to the best of my knowledge right now there are still over 200 inspections and certifications that have to be done in Sussex County in order to meet to the state standards.

Freeholder Director Crabb stated: I am not making excuses and it could have been from the transitions going on here that we did not get a response back to you. I am sorry that did not happen. I can tell you in regards to the interim Fire Marshal, the paperwork was submitted a while ago; it is all clear and complete by the Sheriff's Office and that process will go forward tonight when we approve the Resolution for the Acting Fire Marshal. I am not sure why they would want you to collect resumes. We tried to call over to the Sheriff's Office but what I would recommend is that you go forward with business as usual. Without objection from the Board, I would recommend that you proceed with the interviews and you will ultimately come up with your recommendations and especially with the constraint of the 90- day clause with regards to if we don't have at least the Fire Marshal position filled, it would have ramifications to the fire safety inspections that are done on behalf of the counties with those communities that we have the shared services with. So it would be my recommendation without any objection from the Board that you go forward with the interview process and in the meantime we will reach out to the Sheriff's Office to get exact clarity on what you have heard.

Freeholder Mudrick stated I concur with you Director but I want to reiterate what former County Counsel shared with us in that we do need to get confirmation from the Sheriff. As the liaison for the Sheriff, I will speak with Sheriff Strada and/or Undersheriff within the next 48 hours. We just want to get the confirmation from the Sheriff or his department that this is ok to move forward.

Freeholder Director Crabb said I do not know why there would not be any reason for you to continue on, but we certainly don't want to speak for the Sheriff Officer.

Mr. Scheure said I appreciate that you are telling us we can move forward because it is very important for us to do this in a timely fashion this summer. They are all volunteers and we want to get all the people together and get back to you with our recommendations.

Freeholder Director Crabb said not just for the business side but we are down to one to cover for the whole county and we all know how important it is for the Fire Marshal to assist us with the logistics when we have something major going on. It is a true benefit not only for the residents but for the responding firemen.

Comment by Carl Lazzaro

Carl Lazzaro, Fredon Township Mayor came forward and stated he read the paper today and he is very distressed. Mr. Crabb and Mr. Mudrick ran in your last elections on a platform of reducing the footprint of county government and what I have seen and the research I have done is you are behaving like tax and spend Democrats and increasing the footprint of government with a new position that will be paid in the vicinity of \$72,000 to \$120,000 for a Confidential Assistant. I pulled off the website some salaries from around the State of New Jersey. For the Administrator's position in Atlantic County pays \$103,000; Bergen County pays \$109,000, Essex County \$149,000, Sussex County \$170,000, Hudson County \$153,000, Mercer County \$144,000; Morris County with a budget three times more than ours \$159,000; that is not reducing the footprint of government. The same thing applies for County Counsel. We pay \$186,000. Everybody else is in the 120's, 130's; the maximum \$160,000 and we are paying \$186,000. The little people that do all the work down below are not getting anything; they are not getting those increases either. What I am saying to you is that I do not believe in my heart that the tax payers of Sussex County can be served by taking these kinds of hits. Where is the money going to come from? It is going to come from the property tax and you are saddling further county government with contracts that are going to mandate increases. How is that reducing the footprint of county government? I don't see it.

We never had a Confidential Assistant; why do we need one now? And why is she worth \$100,000. It is unconscionable and I don't know why you are doing it. But I think the people of Sussex County deserve an explanation of why you are spending these absorbent amounts of money on salaries for the top echelon people. Thank you for your time.

Comment by Glenn Hull

Glenn Hull, Layton, NJ came forward and stated that he agrees with Carl and asked what is a Confidential Assistant? Couldn't we have a Business Administrator who could double up on this?

Freeholder Director Crabb said I will make comments to this when we get to the resolution.

Mr. Hull said that he came before this Board last month and wanted to know if anything has come about from what he talked about.

County Counsel stated he would stay after the meeting to discuss it or he can call him anytime to talk about it.

Freeholder Director Crabb stated that you can call County Counsel at any time to discuss that. You do not need to wait for a Freeholder meeting to get updates on this.

Comment by Bob Walsh

Bob Walsh, Vernon, NJ came forward and said that he is looking at the Herald article and nothing personal against John Williams but he was asked a pretty direct question about leadership positions and I see a reference to Mao Tse-tung. This is kind of a trite reference to the French Revolution. When I look at Mao Tse-tung as a history teacher of 30 years, I am looking at someone of horrific economic policies that killed millions of people, decisions that my uncle died in Korea in a Chinese prison camp. I really don't see that as being a good analogy to a leadership position. I think if someone is asked a direct question, I really don't think they should give an answer like that.

MOTION made by Freeholder Vohden to close the meeting to the Public, seconded by Freeholder Mudrick and passed unanimously.

8. FREEHOLDERS' COMMENTS

Comments by Freeholder Graham

- **Jail Study**

I got an email from our new County Administrator regarding the jail study. I did speak with the Sheriff and we are all going to be ready to do that. The jail was built in the late 1970's and because of that there are many aspects to the jail that need to be updated. Some are structural, some are the infrastructure in itself, and some are the ways of conducting business over there. We have been involved in the jail study before I got here. This is something we will be reengaging with. It is important for people to understand that we are not doing this because we want to spend money on the jail; the jail needs to be a safe environment both for those who work there and those that are housed there. We will be moving on that into July.

- **911 Center**

Right now, as it stands, we are at 12 or 13 towns that are on the 911 center. That seems to be working very well. I had the fine opportunity of just walking in there without advance notice and it was amazing to see everyone working hard.

- **Library visits**

This is another thing we are working on going forward. Seeing how the libraries affect us as we go forward. To understand the libraries from the perspective of 2025 not just from how they are today but how they have evolved from the year 2000.

I did a lot of visiting. Every time I had an opportunity to visit a county facility, I would stop in. I am happy to say that everyone is working very well.

Comments by Freeholder Mudrick

- **Retirees**

Freeholder Mudrick acknowledged all the retirements of June 30, 2015. He thanked them all for their years of service to the County.

- **The Town of Newton Reorganization Meeting**

Freeholder Mudrick attended the meeting at the Municipal Building in Newton with a reception that followed at the Spring Street Pub and Grill. He congratulated the newly appointed Mayor Daniel Flynn and Deputy Mayor Sandi Diglio. Senator Oroho made some nice comments during the meeting

- **Sussex County Division of Senior Citizens Advisory Council Meeting**

Freeholder Mudrick attended the meeting on Thursday, July 2 at Knoll Heights Village in Sparta. There were 11 individuals including him at this meeting. Every three years there is a Senior Services Needs Assessment Survey that goes out. This one went out in February of this year; 491 surveys were returned, 22.8% of those surveys were returned. The take aways or the jump outs, as they were referred to at the meeting, are areas of concerns for our seniors in Sussex County. Some of the items that are a concern for our seniors were transportation, affordable housing, the status of medical insurance access, discharges and admissions to hospital; the fear of the Affordable Health Care Act. They also talked about the Sussex County College and I said I would share this with Dr. LaMonte at my meeting on Tuesday, July 21st. She sits on the Board of Trustees for the County College and I am going to bring to her that our seniors are requesting a consideration of extending services to our senior citizens relative to continuing education credits and classes. At the Knoll Heights tomorrow, they are hosting an ongoing lecture for seniors at the College and they are having a Meet and Greet of the staff and the faculty both from Sussex County Division of Senior Services and from SCCC who will be there and can hear more about partnerships and upcoming events. They mentioned that they really appreciated my presence there. It was the first time that in 2 ½ years a Freeholder has attended one of their meetings. They made it clear to me that Freeholder Zellman never missed a meeting as a Liaison and Freeholder Vohden they really appreciated all your years as a Liaison.

- **Veterans Picnic**

Veterans picnic on August 15. It is Sussex County's third annual veteran's picnic from 12 noon to 3 PM at the American Legion post 213 on Rt. 23 in Sussex. This is an invitation to come and join.

- **Misinformation for local media**

Once again, a local media of ours is inaccurate in reporting County related information. I think this is important for the public to understand as fact finding continues to not be confirmed by individuals rolling out news to our residents. Being more specific, when a salary of an individual is being reported, and there is a source, you might want to confirm that source; particularly when a Freeholder Deputy Director in the County shared the specific salary with said individuals relative to a local media source. I welcome, as I did on June 3rd, and still have not heard from the editor of our local newspaper; I welcome an open invitation to see clarity and confirming accurate news reporting to our County residents. They deserve that. This is very important because misinformation is being put out there. I am willing to site specific examples to people of authority in local media sources.

Comments by Freeholder Vohden

- **County Planning Board**

Back in 2003, I was first appointed to the County's Planning Board that meets once a month. We have a Development Review Committee that is a sub-committee to the Planning Board that meets twice a month. This sub-committee reviews every site plan and subdivision application in Sussex County. For years, I attended these meetings and we would regularly review 15, 20, 25 applications every two weeks in Sussex County. I think the high was 27. That continued until the economic down turn in 2008. Since then we have been reviewing one or two applications every two weeks, simple lot lineage adjustment, one lot subdivision and a lot of meetings were cancelled with no applications. This past Monday, we reviewed seven applications and that is the most in a lot of years in one meeting. Three of the applications were minor sub-divisions, each creating a new lot, but we also reviewed 4 important applications for Sussex County. In Frankford, the application was for 20 plus assisted living units to an existing facility; in Hopatcong, the application was for 9 attached residential units on a county road; in Sparta, there is an application for 18 apartment units with 35,000 square feet of retail space and a new Shop Rite; in Wantage, an application for 20 luxury apartments. All of the applications are proposed for locations in full sewer areas. One of the developers, at the meeting, explained that there is a demand for upscale rentals units in the County and there are very few vacancies in the existing units available. This type of development is good for the economic future for the County.

Comments by Freeholder Director Crabb

- **Resolutions**

Freeholder Crabb stated if you jump ahead and look at Item 12, those Resolutions are routine around here. Eric Obenauer mentioned that the Resolutions themselves were not on the website and he referenced to me the court ruling from 2013 that I was not aware of so I talked with the Clerk today in working with Dan Freed to see what we can do as quickly as we can to start to include the Resolutions on the website along with the titles.

- **Confidential Assistant position**

With regards to the Confidential Assistant Resolution, I had speculated with Eric Obenauer that this referred to Sarah Balzano and that turned out to not be the case. This was to set a salary range for a potential position. All of these Resolutions neither spend money, commit money nor budget money for any of these positions; it is to establish these positions if in fact the Board decides at some point that it will be filled. County Administrator Steve Gruchacz confirmed that. Freeholder Director Crabb said I had speculated that it was Sarah Balzano; that was not the case. There was a paragraph in the paper that said this could potentially double Sarah's salary; I thought this was a bit inflammatory and I am sure the Herald has salary ranges for certain positions and certainly don't hire at the highest step for those positions. I was a bit perplexed by that.

- **Solar Update**

Freeholder Crabb said one of the things I promised at the last meeting was to provide an update on the solar status. I can tell you that Vanguard has spoken with our County professionals at length since the last meeting. The Kittatinny project is moving forward, the structural analysis report has been completed in it's entirety and we have a signed, sealed copy from the structural engineer and will be issued with our final plans when submitting for permits. The results of the structural analysis identified that the roof areas have adequate reserve capacity to support the proposed solar for Kittatinny and identified the areas to avoid installing panels to account for snow drifts and other concerns. The electrical design drawings are in progress and are approximately 30 percent complete. It is our intent to complete the electrical portion; it is Vanguard's intent to complete the electrical portion necessary for interconnect application and submit to the state this week for the interconnect applications.

They are then planning to complete the electrical design and construction documents, soon after and submit for building and electrical permits. In Sparta, Freeholder Vohden and I met with their Operational Committee and we are waiting to hear back from them. One of the deliverables we promised has been given from Vanguard and their consultants and their engineer confirms the roof structure is sufficient for the proposed installation. The other thing we are talking about are ground mounts to potentially maximize the installation. I believe they have a meeting at the end of the month and we will be waiting to hear back them. For the other sites, revised engineering assessments are being performed as we speak to maximize the installation at the other local facilities. That is what we have for the last two weeks and we intend to have a lot more occurring between now and then.

Freeholder Crabb said the reason they call them Confidential Assistants, and we had them before 2008, is they are non-represented positions that are called Confidential Assistants because they deal with sensitive matters within the County whether it be payroll, correspondence, executive session minutes, etc. It is a title that they have set up.

Discussion

Freeholder Graham stated we do have Confidential Assistants and I believe they do top out at \$72,000 at this point in time.

Freeholder Vohden asked if we could hold this until we discuss the Resolution. I would I would like to comment on it as well.

Freeholder Mudrick agreed he would like to discuss it separately.

9. APPROVAL OF CONSENT AGENDA

- A. RESOLUTION RE: PAYMENT OF BILLS
314-2015
- B. RESOLUTION RE: RESOLUTION PROVIDING FOR THE INSERTION OF
315-2015 ANY SPECIAL ITEM OF REVENUE IN THE 2015 BUDGET OF THE COUNTY OF SUSSEX RELATING TO THE 2015 POST SUPERSTORM SANDY HEALTHY COMMUNITY ENVIRONMENTS CDBG-DR GRANT AWARD #FG15-008 FOR A TOTAL AMOUNT OF \$33,000.00
- C. RESOLUTION RE: RESOLUTION PROVIDING FOR THE INSERTION OF
316-2015 ANY SPECIAL ITEM OF REVENUE IN THE 2015 BUDGET OF THE COUNTY OF SUSSEX RELATING TO THE FY2014 EMERGENCY MANAGEMENT AGENCY ASSISTANCE SUBGRANT AWARD #FY14-EMPG-EMAA-1900 FOR A TOTAL AMOUNT OF \$55,000.00
- D. RESOLUTION RE: RESOLUTION PROVIDING FOR THE INSERTION OF
317-2015 ANY SPECIAL ITEM OF REVENUE IN THE 2015 BUDGET OF THE COUNTY OF SUSSEX RELATING TO THE 2015 SENIOR FARMERS' MARKET NUTRITION PROGRAM GRANT AWARD #DFHSMN003 FOR A TOTAL AMOUNT OF \$500.00
- E. RESOLUTION RE: APPROVING PARTICIPATION WITH THE STATE OF
318-2015 NEW JERSEY IN A STATE AND LOCAL LAW ENFORCEMENT ASSISTANCE PROGRAM ADMINISTERED BY THE DEPARTMENT OF LAW AND PUBLIC SAFETY

- F. RESOLUTION RE: AUTHORIZATION FOR THE FREEHOLDER DIRECTOR TO EXECUTE A GRANT APPLICATION FOR THE VICTIMS OF CRIME ACT (VOCA) VICTIM ASSISTANCE PROJECT ADMINISTERED BY THE NEW JERSEY DEPARTMENT OF LAW AND PUBLIC SAFETY, DIVISION OF CRIMINAL JUSTICE, OFFICE OF VICTIM WITNESS ADVOCACY V-19-13 FOR THE PERIOD JUNE 16, 2015 THROUGH JUNE 15, 2016 IN THE AMOUNT OF \$96,962.00 STATE SHARE AND \$24,241.00 IN KIND MATCH
319-2015
- G. RESOLUTION RE: AUTHORIZATION TO PROVIDE FOR THE PURCHASE OF THREE (3) VEHICLES BY THE SUSSEX COUNTY OFFICE OF FLEET MANAGEMENT FOR THE SHERIFF'S OFFICE
320-2015
- H. RESOLUTION RE: AUTHORIZATING OF SHARED SERVICE AGREEMENT BETWEEN THE COUNTY OF SUSSEX AND ITS DEPARTMENT OF ENVIRONMENTAL PUBLIC HEALTH SERVICES WITH THE SUSSEX COUNTY MUNICIPAL UTILITIES AUTHORITY FOR SOLID WASTE AND FORM PURSUANT TO N.J.S.A 48:65.01 ET SEQ.
TABLED

The Board of Chosen Freeholders of the County of Sussex has reviewed the Consent Agenda consisting of various proposed Resolutions and determined that adoption of the said Resolutions is in and will further the public interest.

MOTION made by Freeholder Vohden to adopt the Resolutions for Financial Consent Agenda, seconded by Freeholder Mudrick.

Discussion

Freeholder Graham said regarding Resolution H, he received the 24 pages when he walked into the meeting tonight. I have not been involved in any of the discussions and I have not been involved in any updates on this. A lot of it is legalese and I am in favor of us doing it in principle, but I have found that the devil is in the details. I can't in all consciousness vote for something that I don't have any knowledge on other than the fact that it is here.

Freeholder Mudrick said he supports Freeholder Graham's recommendation.

Freeholder Director Crabb asked if we recommend that we remove this from the consent agenda.

MOTION modified by Freeholder Vohden to adopt all the resolutions with regards to Resolution H., seconded by Freeholder Mudrick.

On Roll Call the vote was:

Freeholder Graham	Yes
Freeholder Mudrick	Yes
Freeholder Vohden	Yes
Freeholder Director Crabb	Yes

10. APPROVAL OF MINUTES

None for tonight.

11. APPOINTMENTS AND/OR RESIGNATIONS

- A. RESOLUTION RE: APPOINTMENT OF DANIEL J. STOLL AS ACTING FIRE MARSHAL FOR THE COUNTY OF SUSSEX TO FILL THE UNEXPIRED TERM OF JOSEPH C. INGA. SAID TERM TO BEGIN IMMEDIATELY AND EXPIRE JANUARY 14, 2016
321-2015

MOTION made by Freeholder Graham to adopt this Resolution, seconded by Freeholder Mudrick and passed unanimously.

Freeholder Crabb said he has known Dan since he was born and he is sure he will do a fine job.

On Roll Call the vote was:

Freeholder Graham	Yes
Freeholder Mudrick	Yes
Freeholder Vohden	Yes
Freeholder Director Crabb	Yes

12. RESOLUTION

- A. RESOLUTION RE: PROVIDING TEMPORARY CLOSURE OF CR 607 IN HOPATCONG BOROUGH
322-2015
- B. RESOLUTION RE: ESTABLISHMENT OF "SUPERVISOR OF GARAGE SERVICES" AND SALARY RANGE
323-2015
- C. RESOLUTION RE: ESTABLISHMENT OF "ASSISTANT SUPERVISOR OF GARAGE SERVICES" AND SALARY RANGE
324-2015
- D. RESOLUTION RE: ESTABLISHMENT OF "SENIOR INSPECTOR ROAD OPENINGS" AND SALARY RANGE
325-2015
- E. RESOLUTION RE: ESTABLISHMENT OF "CHIEF PUBLIC SAFETY TELECOMMUNICATOR" CLASSIFICATION AND SALARY RANGE
326-2015
- F. RESOLUTION RE: ESTABLISHMENT OF "CONFIDENTIAL ASSISTANT" SALARY RANGE
327-2015

MOTION made by Freeholder Vohden to adopt these Resolutions, seconded by Freeholder Mudrick.

Discussion

Freeholder Graham said Confidential Assistant is different than these other classifications. Many of these classifications, if not all of these classifications, have specific requirements where the Confidential Assistant does not. The salary range on this one goes from \$92,976.00 to \$142,279.00. I have to agree with Mayor Lazzaro and I believe that if somebody is of a job like this, there should be specifics for this job. People work for this County for 10, 20, 30 years; they have educations, qualifications, certifications and many of these jobs require those. Calling it a Confidential Assistant and using it has a blurry title. We have Confidential Assistants throughout the County and I believe they top out at \$72,000.

County Administrator Steve Gruchacz said the top range is \$138,000.

Freeholder Vohden said \$138,773 for a NR15.

County Administrator Steve Gruchacz said we have 7 or 8; they have been around a long time.

Freeholder Vohden under NR16 goes from \$92,796 to \$142,000, but it goes from NR3 to NR20 which tops out at \$157,000.

Freeholder Graham said we are not paying these salaries; the salaries we have on Confidential Assistants are far below these numbers.

Freeholder Director Crabb said that is because we have different ranges for Confidential Assistants.

Freeholder Vohden said we do have NR14 and NR15 so we do have other Confidential Assistants.

Freeholder Graham asked why we are kicking this up a notch.

Freeholder Director Crabb said it is not kicking the current ones up another notch, we are creating a brand new one and he asked Steve what is the potential target for this?

Freeholder Graham said Steve I have another question that is I have a great deal of difficulty getting my hands on this and I should have had this resolution Friday and I didn't even know what this was all about until almost Tuesday.

Freeholder Mudrick said we did get it on Friday. It was submitted to us on Friday from Cathy's email to all of us and it was submitted to us with the resolutions.

Freeholder Graham said he didn't see it.

Steve Gruchacz said a Confidential Assistant is a title we can use to assign an individual to perform whatever work is necessary within a unit; without regard to the strict Civil Service job specifications that are laid out where it locks a person in to do whatever that Civil Service job requirements are, so this enables a lot more flexibility within the organization so the individual can perform whatever tasks are deemed necessary within the organization. There are 7 Confidential Assistants currently within the organization; they have been around a long time; they are commonly used in other counties as well to give as much flexibility as possible for the needs of the organization.

Freeholder Director Crabb said what type of role was this targeted for? We talked about the potential if this Board or any further Board determined that there was a requirement for a deputy in an assisted department.

Mr. Gruchacz said correct, this title could be used as a Deputy position rather than using a Civil Service title which would then open it up to open competitive testing and promotional requirements of Civil Service which has been discussed about forever within governmental entities where it takes a significant amount of time to get those lists promulgated and fill it with someone who may not necessarily be able to do job within the organization.

Freeholder Director Crabb said filling that position would be subject to all the budgetary procedures.

Mr. Gruchacz said filling of that position would take place, the same as any other position that we have. It would go through a job requisition. It would be processed through the organization, go through employee services and it will be signed off by everyone including the County Treasury to ensure that the budgetary considerations were met.

Freeholder Vohden said it would have to be approved by the Freeholders.

Mr. Gruchacz said it would appear on the Board of Chosen Freeholder's Agenda and appear on the Personnel Report.

Freeholder Director Crabb said I haven't heard of any candidates for these positions; this is simply just establishing the position.

Mr. Gruchacz said this resolution is the same as all the other resolutions above where it is establishing a salary range. The reason this does not require establishing a classification is because the classification already exists and it has existed within this organization.

Freeholder Mudrick said when he reads the resolution, the opening two lines, "Whereas the appointed authority is recommended that in order to better perform more efficient operation; there is a need for this new position." You made a recommendation, you are the County Administrator and you are making a recommendation to perform a more efficient operation. This has my unconditional support. I do want to say however, that when speaking with one of the Constitutional Officers within the last few working days, I need to be careful in how I explain this, but it is worth saying. If one of our Constitutional Officers and in no special order whether it be Mr. Chiusano, Mr. Parrott, Sheriff Strada and/or Mr. Koch, if they should ever be put in a position to make recommendations relative to more efficient operations, it is not, as one of our people who spoke Mayor Lazzaro, increasing the footprint of government. I take it back to, and please bear with me if my explanation is lengthy, but it needs to be addressed. Back in 1982, in the New York Times, there was an article entitled "Seeing isn't Believing" and what they were taking about was the show 60 Minutes and what happens on that show is how they give you part of the story; they zero in with the camera on part of the information that is presented to the public. What we are doing here, is too often we are picking up the newspaper article and reading it and without calling a Freeholder or Freeholders, or calling the County Administrator seeking clarification on set recommendations, we are passing judgement and getting applause, ra ra's. It was like when Freeholder Director Crabb and I were at the Sussex County Fairgrounds several summers ago and people attacked us on the Homestead sale and what were we going to do with the money that was sitting in our fund, and that individual who was an elected official in this County had part of it but not all it. I fully support this recommendation.

Freeholder Director Crabb stated we have passed these salary ranges a dozen times since I have been here. Many times it is for existing personnel and it doesn't expand the footprint. It is someone that has gone through a desk audit and they are really doing a job something higher than what they are doing and we don't have the Civil Service title set up yet so we do the exact same thing we are doing here. There has been nothing budgeted for these, nothing allocated, nothing spent.

Freeholder Graham said I don't believe this is the right thing. I think it is putting the numbers up too high. I think \$138,000 is too high. I think putting the numbers in there creates a demoralizing situation for those people who are classified; who have done their work for decades for this County and then watch someone come in and pop into a particular position. I am against this. I am as strongly against this as you are for this.

Freeholder Director Crabb said I think the \$138,000 would be after they have been here for 25 years at the same position.

Freeholder Graham said I don't know but it seems to me if you got the votes you are in. I am against this; I don't know how you want to handle it where I am the only one.

Freeholder Director Crabb said I don't know what that means once you have votes you are in. I think we have policy here that even if we bring in someone from the outside it can't go beyond midpoint or something like that. The range is there for the range, someone starting just like any other company or organization.

Freeholder Graham we will watch over it closely.

Freeholder Director Crabb said all in favor say I, opposed, Freeholder Graham said in favor of all; opposed to just Resolution 12. F.

13. AWARDS OF CONTRACTS/CHANGE ORDERS/BIDS

A. Awards of Contract

some of them we dealt with tonight. Now I am moving on to address the specifics and create action agendas for all the ongoing projects. I want to make sure that everyone in the organization at some level has been contacted and has had an opportunity to indicate what they need and give us input on what they would like to see improved.

Freeholder Mudrick said to Counsel at the meeting on May 27th that I chaired as Deputy, I followed up to bring you up to speed as to what Mr. Hull's request was and the letter that was provided to all of us that we could get back to Mr. Hull. I wanted to let Mr. Hull know that he will get a response.

John said he remembers the information from being a participant in the last meeting but not officially starting and sworn in.

Freeholder Director Crabb said that County Counsel's work ethic is certainly self-evident and I thank you.

Freeholder Graham said that County Counsel made a comment that he spent several hours on the agenda and if he spent several hours on it than I need to spend several hours on it as well.

18. UNFINISHED BUSINESS

Freeholder Mudrick said now it is July 8, and in the spirit of accountability and transparency, I had stated at a couple of meeting ago that we would be reviewing the attendance records of this Freeholders Board since their tenures began. The last 2 ½ years have been given a first look but Ms. Givone was away last week so I have not had an opportunity to follow up with her and we are hoping that at the July 22nd's meeting I can have it out to you, if not it will be presented to you at the August meeting. We have done a preliminary look at the last 2 ½ years for the attendance records for the 5 of us but Freeholder Director Crabb and Freeholder Vohden have served significantly longer so it takes a while to look at the attendance records and minutes.

19. NEW BUSINESS

None for this evening.

20. PUBLIC SESSION FROM THE FLOOR (Please note: Everyone is asked to keep their comments to 5 minutes or less)

MOTION made at 6:00 PM by Freeholder Vohden to open the meeting to the public, seconded by Freeholder Graham and passed unanimously.

No public came forward.

MOTION made at 6:01 PM by Freeholder Mudrick to close the meeting to the public, seconded by Freeholder Graham and passed unanimously.

21. EXECUTIVE SESSION – (Closed Session – If Necessary)

MOTION made at 6:02 PM by Freeholder Vohden to go into Executive Session relating to an item having to do with a proposed settlement for Wolosky vs. the County of Sussex in the amount of \$4300; \$4000 in attorney fees and \$300 for cost, seconded by Freeholder Mudrick and passed unanimously.

RESOLUTION RE: PROVIDING FOR AN EXECUTIVE (CLOSED) SESSION NOT OPEN 329-2015 TO THE PUBLIC IN ACCORDANCE WITH THE PROVISIONS OF N.J.S.A. 10:4-12 ET SEQ

WHEREAS, the subject matter(s) about to be discussed may be excluded from the public portion of the meeting by Resolution of the Board of Chosen Freeholders as an exception to the "Open Public Meetings Act" pursuant to N.J.S.A. 10:4-12 (b); and

WHEREAS, it appears necessary for the Board of Chosen Freeholders to discuss such matter(s) in Executive Session.

NOW, THEREFORE, BE IT RESOLVED that the Board of Chosen Freeholders of the County

of Sussex, in accordance with the provisions of N.J.S.A. 10:4-12(b) and N.J.S.A. 10:4-13 that the Board at this time enter into an Executive Session from which the public shall be excluded; and

BE IT FURTHER RESOLVED, that the general nature of the subject(s) to be discussed relate to the following item(s) authorized by N.J.S.A. 10:4-b as designated below:

- _____ (1) **Matters Required by Law to be Confidential:**
- _____ (2) **Matters Where the Release of Information Would Impair the Right to Receive Funds:**
- _____ (3) **Matters Involving Individual Privacy:**
- _____ (4) **Matters Relating to Collective Bargaining Agreements:**
- _____ (5) **Matters Relating to the Purchase, Lease of Acquisition of Real Property or the Investment of Public Funds:**
- _____ (6) **Matters Relating to Public Safety and Property:**
- X (7) **Matters Relating to Litigation, Negotiations and the Attorney Client Privilege:**
- _____ (8) **Matters Relating to the Employment Relationship:**
- _____ (9) **Matters Relating to the Potential Imposition of a Penalty:**

BE IT FURTHER RESOLVED that the deliberations conducted in closed session may be disclosed to the public upon the determination of the Sussex County Board of Chosen Freeholders or provided by law that the public interest will no longer be served by such confidentiality; and

BE IT FURTHER RESOLVED that upon completion of the business for which the Board has entered into the Executive Session, the Board shall reconvene and resume its meeting open to the public.

MOTION made at 6:24 PM by Freeholder Vohden to come out of Executive Session, seconded by Freeholder Graham and passed unanimously.

MOTION made by Freeholder Graham to execute the settlement, seconded by Freeholder Vohden.

On Roll Call the vote was:

Freeholder Graham	Yes
Freeholder Vohden	Yes
Freeholder Mudrick	Yes
Freeholder Director Crabb	Yes

22. REMINDERS

Wednesday July 22, 2015 Regular Meeting – 5:00 P.M.

Freeholder Graham thanked Cathy Williams for doing the fair proclamation. He said it was done very nicely.

23. ADJOURNMENT

MOTION made at 6:27 PM by Freeholder Graham to adjourn, seconded by Freeholder Mudrick and passed unanimously.

