

**Minutes of the Meeting
of the
Bergen County Board of Social Services
March 5, 2013**

PRESENT: William E. Connelly, Jr., Chairperson
Deborah Viola, Ph.D., Secretary-Treasurer
Tom Toronto, Assistant Secretary-Treasurer (Arrived Late)
Freeholder Joan Voss, Board Member (Arrived Late)
Leah Puzzo, Board Member
Mayor Vincent Barra, Board Member
Bob Nyman, Board Member
John L. Schettino, Esq., General Counsel
Mitch Steinhart, Esq., Interim Acting Executive Director
Alex Morales, Interim Management Consultant
Michele Darmochwal, Administrative Secretary

ABSENT: Randi Duffie, Vice Chairperson
John M. Carbone, Esq., County Adjuster
Freeholder Tracy Zur, Board Member

A regular meeting of the Bergen County Board of Social Services was held on March 5, 2013 at 5:30 p.m. in the Board Room of the Bergen County Board of Social Services, 216 Route 17 North, Building A, Rochelle Park, New Jersey.

PUBLIC SESSION:

John L. Schettino, Esq., called the meeting to order. General Counsel read the notice required by the Open Public Meetings Act as follows:

"Pursuant to the Open Public Meetings Act, adequate notice of the meeting scheduled for March 5, 2013 has been provided in the following manner:

1. By a prominent posting of the schedule of meetings for 2013, including a notice of the scheduled time, scheduled date, and location of this meeting at the Bergen County Administrative Building, One Bergen County Plaza, Hackensack, New Jersey.

2. The mailing of this notice of the time, date, and location of this meeting to "The Record", which was published on December 17, 2012 and to the Herald News, which was published on December 17, 2012.
3. By filing of the notice of the time, date, and location of this meeting with the Bergen County Clerk, said filing having taken place on December 6, 2012.

The notice required by the "Open Public Meeting Act" was read as follows:

"Ladies and Gentlemen, the Bergen County Board of Social Services shall now exclude members of the public from the meeting for the following reason:

1. The Board shall discuss property matters involving individuals who have received assistance from the Bergen County Board of Social Services. The identification of such individuals or their property may result in a violation of their rights to privacy and may result in the loss of public funds by this agency.
2. The Board shall discuss matters which are covered pursuant to N.J.S.A. 10:4-12 (b)(1,2,3) involving individuals who have received assistance from the Bergen County Board of Social Services or who have applied for assistance. To disclose the names of such individuals would work an unwarranted invasion of their rights to privacy.
3. The Bergen County Board of Social Services shall discuss personnel matters which are specifically exempt from public meetings pursuant to N.J.S.A. 10:4-12 (b)(8).
4. The Board shall discuss matters with Counsel to the Board which matters shall fall within the attorney-client privilege and are therefore excluded from the public meeting.
5. The Board may discuss other matters pursuant to N.J.S.A. 10:4-12.

Please be advised that at the conclusion of this session, the Board shall return to a public session and the members of the public are invited to return in order to observe. Thank you.

A quorum being achieved, the Board met in Public Session.

PUBLIC SESSION:

Flag Salute

Mayor Barra led those present in a salute to the flag.

Roll Call

A Roll Call was taken for Open Session:

MEMBERS	TITLE	PRESENT	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X	

RANDI DUFFIE	VICE CHAIRPERSON		X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X	
TOM TORONTO	ASST. SEC-TREASURER		X
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER		X
FREEHOLDER JOAN VOSS	BOARD MEMBER		X
FREEHOLDER TRACY ZUR	BOARD MEMBER		X
LEAH PUZZO	BOARD MEMBER	X	
MAYOR VINCENT BARRA	BOARD MEMBER	X	
BOB NYMAN	BOARD MEMBER	X	

Open Public Comment Period

A motion to open the Open Public Comment Period, for a three-minute limit with the option of speaking again, was offered by Mr. Nyman, seconded by Mrs. Puzzo, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER				X
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

William Oserin – Englewood, NJ

In response to Mr. Oserin’s question concerning how many members make a quorum, he was told four members may constitute a quorum. He also asked if there will be committee reports in Open Session at which time he was told that members have and will continue to provide reports during the Open Session.

Maria Aberasturi – Teaneck, NJ

Ms. Aberasturi asked where the Board is going as far as safety issues are concerned. She commented she first brought safety issues to the Board’s attention in May 2012 when an employee was assaulted in the building. That summer the Bergen County Police Department came and did a safety assessment and provided the Board with recommendations. Ms. Aberasturi expressed her concern about the length of time that this is taking to address this issue. She advised since that time, other incidents have occurred. She spoke about a recent incident that occurred with a client who threw a telephone.

General Counsel advised Alex Morales has been in contact with the County Police, and he is in the process of scheduling training for staff.

Mr. Morales discussed the incident that occurred with a client who ripped a telephone off the wall. Law enforcement was called, the client was removed from the building, and our in-house security was on the premises and also responded. Mr. Morales advised that training will be secured soon. The Health & Safety Committee is working on a comprehensive policy look and security and training will be secured for the staff. At the Chairman’s request, Mr. Morales will move on this initiative as fast as possible. Also, at the Chairman’s request, copies of the incident report will be provided to all the Board Members.

Mayor Barra discussed a worker who commented during the Open Public Comment Period at the reorganization meeting. The worker commented that it was ludicrous to have a guard bring people up in the elevator and that it was a waste of time and resources. He asked if the employees have a unified position on security issues such as that. The Mayor advised that it would be helpful if there was a collected sense on issues such as that. Mrs. Aberasturi suggested getting a collective response from the union members in the Health & Safety Committee. A discussion ensued.

For the record, Tom Toronto arrived at 5:45 p.m.

William Oserin – Englewood, NJ

In regard to Mayor Barra’s comments, Mr. Oserin discussed he thinks the employee who spoke during the Open Public Comment Period at the reorganization meeting was articulating that it is frustrating that she has to wait for a guard when escorting a little old lady that is not a security threat.

Dolores Phillips – Montvale, NJ

Ms. Phillips commented on a security issue with the restrooms that are located on the third floor. There is a sign that says employees only but there is not a locked door. Clients continue to use those rest rooms. She discussed her concern that something could happen in the restrooms without anyone knowing. She believes the unlocked restroom doors pose a security threat to staff and should be addressed.

Mr. Morales commented that the issue with the unlocked restrooms was brought to the Health & Safety Committee and they will address this issue and move on it right away.

A motion to close the Open Public Comment Period was offered by Dr. Viola, seconded by Mr. Nyman, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X

FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

Adoption of Minutes:

(a) Open Session Minutes February 5, 2013

No discussion. A motion to adopt the Open Session Minutes of February 5, 2013 was offered by Mayor Barra, seconded by Dr. Viola, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

Treasurer's Report:

(a) Bills List:

A discussion ensued. A motion to approve the Bills List was offered by Dr. Viola, seconded by Mr. Toronto, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

A discussion ensued regarding health benefit costs and/or plans. It was suggested to request the Insurance Consultant to give the Board a proposal. It was also suggested that management ask the Insurance Consultant, when retained, to inquire about short-term disability coverage, which is gap insurance, for staff. The Board agreed to ask the Insurance Consultant, after securing his assignment, to attend a Board Meeting to make a presentation to the members regarding his approach.

In regard to routine bills, Mr. Modery requested to move fuel expenses (Fleet Services Gulf) for agency vehicles and water (Deer Park Direct) from the Bills List as routine bills to the Schedule of Vouchers. A motion to approve a \$250.00 cap each month on fuel and a \$250.00 cap each month on water was offered by Dr. Viola, seconded by Mr. Nyman, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

(b) Schedule of Vouchers:

A discussion ensued. A motion to approve the Schedule of Vouchers was offered by Dr. Viola, seconded by Mr. Toronto, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

Acting Director’s Report:

(a) Monthly Reports – Statistical & Financial:

A snapshot of caseload and expenditures was provided to the members for the month of January. A discussion ensued.

For the record, Freeholder Voss arrived at 6:20 p.m.

(b) Update on Management Review Audit

In response to the Acting Director’s request, the State advised they are unable to perform a management review audit this year. A motion that General Counsel put together a letter to the state officials requesting the agency be moved up or at least designate a time frame for a man power audit was offered by Mr. Nyman, seconded by Dr. Viola, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			

RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

(b) Memoranda to the Board (Alex Morales)

In regard to some updates, Mr. Morales reported that the telephone team has held four meetings and has established goals and a model for service delivery. Mr. Toronto offered a tour of the 2-1-1 Center, which is scheduled for March 18, 2013. The Customer Services Ambassador Team met again. That meeting included two retirees who are willing to come in and volunteer. They are in the process of recruiting additional volunteers. A letter will be sent to all of our retirees inviting them to come back and share their knowledge in helping the people in the community. Mr. Morales visited Mercer County with staff from the Housing Authority to look at their strategies for ending homelessness. The Safety Committee has generated a list of improvements, which was discussed. The Prosecutor's Office provided a video that they created for school safety and the committee is considering drafting a policy for the agency based on the information in the video. The Budget Committee was very supportive in putting money in the budget to provide safety training. There will be safety training this year. Mr. Morales met with Freeholder DeNicola and she promised to reach out again to the Prosecutor's Office to see if they have metal detectors for the agency. In regard to Customer Service, the efforts of the supervisors at the front desk have made a tremendous difference in helping to serve the clients and reducing the wait time. The self-service application cubicles have been installed and are operational. In regard to painting, General Counsel sent correspondence to the landlord and we are waiting for a response. Mr. Morales met with DMR on March 1, 2013 to review the Administrators' requests for spacing. A follow-up meeting will be held in the next few weeks.

A discussion ensued regarding outreach and federally qualified health centers.

Chairman's Report:

Chairman Connelly reported that he visited the agency about a week ago to review the turn away log in the lobby because he had some concerns regarding security of names. He reported there are no issues with exposure and the log is very secure.

Committee Reports:

(a) Welfare, Fraud, and Abuse Committee

Mrs. Puzzo advised that the committee is scheduled to meet at 10:00 a.m. on Monday, March 11, 2013.

(b) Finance Committee

The committee presented an overview of the CY2013 Budget that was included in everyone's packet. The BCBSS Budget for CY2013 will be presented to the Board of Chosen Freeholders on Saturday, April 6, 2013.

A motion to approve the CY2013 Budget, as presented by Scott Modery and Alex Morales, was offered by Mr. Nyman, seconded by Dr. Viola, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

(c) Building & Grounds Committee

Mayor Barra reported that the department heads have presented the results of the surveys to DMR Architects. They are honing in on what the gross square footage will be for the building and that will be good because then the Board can start looking at building sizes that will be of interest to them.

OLD BUSINESS:

(a) Discussion and consideration of results of RFQs for Utility Auditing Consultant

A discussion ensued. Mr. Nyman will review the RFQs that were submitted for Utility Auditing Consultant.

A motion to table the RFQ for Utility Auditing Consultant until the next meeting was offered by Mayor Barra, seconded by Mrs. Puzzo, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

(b) Discussion and consideration of results of Professionals (Auditor & Insurance Consultant)

A discussion ensued. Due to a conflict, Mr. Toronto recused himself from the discussion regarding the Insurance Consultant.

A motion to nominate Conklin & Kraft Agency as the Insurance Consultant was offered by Mayor Barra, seconded by Mrs. Puzzo, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER			X(Recused himself)	
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

The Board tabled the selection of an Auditor. The RFQ will be revised. Mr. Morales will approach other CWAs about their RFQs. A motion to re-advertise for the position of Auditor for the BCBSS was offered by Dr. Viola, seconded by Mr. Toronto, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

(c) Update on waiting room televisions

Mr. Morales advised that he spoke with the maintenance manager, who has thirty plus years of building maintenance and construction experience, concerning installing the televisions. The agency received a proposal from the County for \$6,000.00 and advised that we could install them with a company that they received some procurement on and they also cited liability. The Board provided Mr. Morales with approval to proceed with his proposal, which only costs \$500.00.

NEW BUSINESS:

(a) LIHEAP CWA Administration Grant

It was reported that this annual grant is for energy assistance for utilities for the community.

(b) Next Board Meeting Date – Tuesday, April 2, 2013 @ 4:30 p.m.

A discussion ensued regarding changing the time of the Board Meetings. A motion to amend the meeting notice to reflect a change in the meeting time to 4:30 p.m. was offered by Freeholder Voss, seconded by Mrs. Puzzo, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

Action Items:

Resolutions:

A motion to approve the Resolutions that are set forth on the agenda under XII (a) – (h) by consent was offered by Mayor Barra, seconded by Dr. Viola, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X (a) – (g)		X Recused himself from (h)	
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

For the record, Mr. Toronto recused himself from voting on (h). General Counsel will add (h) under Resolutions authorizing the contract with the Insurance Consultant, Conklin & Kraft.

A motion to go into Closed Session to discuss matters involving personnel, negotiations, and litigation as set forth on the agenda as XIII was offered by Mr. Toronto, seconded by Mr. Nyman, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			

FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
BOB NYMAN	BOARD MEMBER	X			

CLOSED SESSION:

The Board will be in Closed Session no longer than 45 minutes. It may be less than 45 minutes but if it is going to be longer the public will be notified. Also, the Board will be reconvening for the public portion of the meeting and may take action on the closed items that are being discussed.

The Board went into Closed Session at approximately 7:20 p.m.

OPEN SESSION:

The Board reconvened in Open Session at approximately 7:52 p.m.

Closed Session Minutes February 5, 2013

A motion to adopt the Closed Session Minutes of February 5, 2013 was offered by Mr. Toronto, seconded by Dr. Viola, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER				X
BOB NYMAN	BOARD MEMBER	X			

A motion to settle the grievance was offered by Mr. Toronto, seconded by Dr. Viola, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			

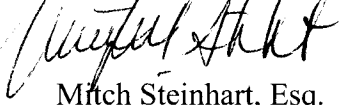
MAYOR VINCENT BARRA	BOARD MEMBER				X
BOB NYMAN	BOARD MEMBER	X			

A motion to approve personnel requests for 02.01 & 02.02 was offered by Dr. Viola, seconded by Mr. Toronto, and approved as follows:

MEMBERS	TITLE	AYE	NAY	ABSTAIN	ABSENT
WILLIAM CONNELLY	CHAIRPERSON	X			
RANDI DUFFIE	VICE CHAIRPERSON				X
DEBORAH VIOLA, Ph.D.	SECRETARY/TREASURER	X			
TOM TORONTO	ASST. SEC-TREASURER	X			
JOHN M. CARBONE, ESQ.	COUNTY ADJUSTER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
LEAH PUZZO	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER				X
BOB NYMAN	BOARD MEMBER	X			

With no further business to conclude, a motion to adjourn the meeting at approximately 8:20 p.m. was offered by Freeholder Voss, seconded by Mr. Toronto, and unanimously approved.

Respectfully submitted,



Mitch Steinhart, Esq.
Interim Executive Acting Director