

**Minutes of the Meeting
of the
Bergen County Board of Social Services
July 5, 2016**

PRESENT: William E. Connelly, Jr., Chairperson
Randi Duffie, Vice Chairperson
Tom Toronto, Assistant Secretary-Treasurer
Freeholder Tracy Zur, Board Member (Arrived Late)
Freeholder Joan Voss, Board Member (Arrived Late)
John E. Ten Hoeve, Jr., Esq., County Adjuster
Mayor Vincent Barra, Board Member
Joseph A. Barreto, Board Member
John L. Schettino, Esq., General Counsel
Robert W. Calocino, Acting Director
Alex Morales, Interim Management Consultant
Michele Darmochwal, Administrative Secretary

ABSENT: Deborah Viola, Ph.D., Secretary-Treasurer
Ritzy Morales-Diaz, Board Member

A regular meeting of the Bergen County Board of Social Services was held on July 5, 2016 at 4:30 p.m. in the 4th Floor Board Room of the Bergen County Board of Social Services, 218 Route 17 North, 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 July 5, 2016 has been provided in the following manner:

1. By a prominent posting of the schedule of meetings for 2016, 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 6, 2015 and to the Herald News, which was published on December 6, 2015.
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 3, 2015.

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:

Chairman Connelly chaired the meeting.

Flag Salute

Chairman Connelly 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	
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X	
FREEHOLDER TRACY ZUR	BOARD MEMBER		X
FREEHOLDER JOAN VOSS	BOARD MEMBER		X
MAYOR VINCENT BARRA	BOARD MEMBER	X	
JOSEPH A. BARRETO	BOARD MEMBER	X	
RITZY MORALES-DIAZ	BOARD MEMBER		X

Open Public Comment Period

Chairman Connelly requested a motion to open the meeting for public comment. A motion to open the Open Public Comment Period, for a three-minute limit with the option of speaking again, was offered by Mayor Barra, seconded by Vice Chairwoman Duffie, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

Sabrina Torres - Clerk 1 - Bergen County Board of Social Services

Ms. Torres claimed that she was threatened with termination by the Interim Management Consultant because of a customer complaint. She filed a grievance of a hostile work environment due to threats made by the Interim Management Consultant. A memo that had been placed in her file was removed. Ms. Torres claimed that she was denied the opportunity that she earned when she took the Civil Service test to at least be interviewed. She was not interviewed or hired for a Human Services Specialist 1. Ms. Torres wanted to know who administration interviewed and how they determined the best candidates. She felt that the agency completely undermined the Civil Service test and interviewed whoever they wanted and was not truthful when they reported to the Board that they conducted interviews. Ms. Torres reported that she believes retaliatory behavior exists at the agency. She expressed that engaging in retaliatory behavior is leaving the agency extremely vulnerable to legal repercussions. She discussed that her situation is a prime example of the agency retaliating and denying her a promotion because she exercised her right to grieve when she felt that she was being

bullied, threatened, and harassed without merit by Alex Morales. Ms. Torres urged the Board to investigate the entire hiring process from who conducts interviews, to who makes final decisions, and why those decisions are being made. Ms. Torres discussed not only was she retaliated against by being completely overlooked but the retaliation was further emphasized in June when the agency called for a promotional exam for the same exact position that she cannot take because it is only open to employees in the competitive division; thereby, boxing her out of retaking the test.

Chairman Connelly advised that he will make certain that nobody ever feels as if they are being retaliated against at the agency, because it is unacceptable. The Chairman emphasized that employee performance will not be discussed in Open Session.

For the record, Freeholders Zur and Voss arrived at approximately 4:39 p.m.

Anthony D’Amico - Records Support Technician 1 - Bergen County Board of Social Services

Mr. D’Amico discussed the donation of sick time. Although the donation of sick time is not part of the current contract he would like to see something like this available to staff.

Lillian Milanes – Human Services Specialist 3 - Bergen County Board of Social Services

Ms. Milanes discussed that she was #4 on a Civil Service list to be potentially promoted to a Human Services Specialist 4. However, she has been passed over numerous times and suspects that she will be passed over again because of her name plate. Past practice has always been that staff uses Mr./Mrs. and a last name. She was moved from her assignment to a customer service desk where her name has to be visible at all times. She covered her nameplate to display Mrs. L. Milanes and was told that it is not acceptable and was threatened with three days suspension. There have been customers who attempted to Facebook friend some employees. Ms. Milanes is a member of the Health & Safety Committee. They have been asking since being in the other building to have metal detectors. Since being in this building they have asked for a metal detector and an active shooter protocol. Ms. Milanes expressed that staff is putting themselves at risk for bullying, retaliatory situations, and they do not feel safe in this building. Ms. Milanes is afraid for herself and her co-workers.

General Counsel explained to the public that the Open Public Comment Period is for them to comment. It is not for the Board to respond. It is not supposed to be a dialogue and a back and forth discussion. Primarily, the discussion should be about an item that is listed on the agenda.

Dominick Scalcione – Retired Supervisor - Bergen County Board of Social Services

Mr. Scalcione stated he is a retired supervisor with 30 years of service with the Bergen County Board of Social Services. He read aloud a statement and submitted it into the record. Mr. Scalcione encouraged the Board to think beyond the day to day issues of managing the agency and

develop a long term management plan to find a Director and possibly reinstate the Deputy Director position. Mr. Scalcione reported that women represent 77% of agency staff. Many of who have several roles including homemaker, raising preschool, and school-age children. He talked about staff reporting they are cold in certain areas of the office. He questioned why management is concerned with locking down the office thermostats, when those issues involving heating and cooling are between the landlord and the HVAC designer/maintainers. He talked about how the Board can and should take credit for relocating the agency to a new office, significantly lowering rental costs, replacing out of date systems, including the data network, phone system and furnishings, and the promotion and hire of many new much needed staff. He expressed these changes do not need not be accomplished by alienating staff, by circumventing civil services rules, by not promoting qualified staff, by losing highly qualified workers, by failing to include all staff in agency decision making, and by creating needless work rules. He mentioned that the agency has always had a culture of inclusion, participation, commitment, and cooperation. Mr. Scalcione urged the Board to not allow that to be replaced by a culture of "let's do what they say even if it's wrong; let's just do what we need to get by".

Lauren Saccamondo

Ms. Saccamondo discussed that in October 2014 she was given the opportunity to be a Community Work Experience Program (CWEP) for ten months at the Bergen County Board of Social Services. While she was a CWEP at the Bergen County Board of Social Services, she applied for every open position. She interviewed a couple of times with no luck of employment. Even after she left and until this day, Ms. Saccamondo continues to apply for every open position. She took a civil service exam, passed, and tied with another person for #1. She has yet to be brought in for an interview for that particular position even though she was under the impression there was a Rule of 3 when it came to interviewing. Ms. Saccamondo asked for a chance, just an opportunity to prove that she earned this and can do this.

Ed Austeri – Employee of the Bergen County Board of Social Services

Mr. Austeri discussed the current inability and dissatisfaction with speaking to management. He spoke on Ms. Saccamondo's behalf and suggested that she be given a chance to interview for employment with the Bergen County Board of Social Services.

Wendy Reginald - Human Services Specialist 1 - Bergen County Board of Social Services

Ms. Reginald commented that she should have been here sooner, but she too was afraid of retaliation. She discussed approximately one year ago she was diagnosed with an illness and had to take some sick time. As a result she was called into the Interim Management Consultant's office, without explanation, and told she has a lot of absences and if she doesn't fix it she will not get the job. Ms. Reginald explained to the Interim Management Consultant that there was an underlying issue, and that if he were to look at her past personnel record he would see that this is not something she does often. She discussed that the Interim Management Consultant did not want to know it, advised her to just fix it, and that he could not look at her personnel record. Ms. Reginald wanted to

know why at that point he was allowed to. She expressed that she does not believe an Interim Management Consultant should have the right to hire, fire, and tell people that they are not going to get a job without asking what that personal situation is. Prior to her illness, she did not have excessive absenteeism. She commented that the Bergen County Board of Social Services is supposed to follow rules and protocol and that is all she too is asking that the agency follow rules and protocol.

For clarification, General Counsel discussed that the public has the right to come to a Board Meeting and comment or question just about anything that would be covered by the Bergen County Board of Social Services. However, when it comes to personnel, the Board does not have that right. It is not appropriate nor legal for the Board to comment unless every individual which is the subject of what the public's comments are about were notified of the meeting and they all said yes we are aware that you are going to possibly discuss something having to do with me at a meeting and I waive my right to have it in Closed Session and I want you to discuss it in Public Session. The fact that the public is not getting a response does not mean the Board is not taking note of what the public is saying but it will not be discussed in Open Session. Because the Board only meets once a month, General Counsel advised the public that they could send a letter to the Board and the Board would take that letter and discuss it amongst themselves and request a response based on the issues raised.

Dolores Phillips, President of CWA Local #1089

Ms. Phillips discussed on June 23, 2016 she had a union meeting. At that meeting, there was a recurring theme of fear. She expressed no person should have to work in fear. Ms. Phillips discussed staff is aware that they can write a letter. Staff is here to support each other because the five people that the Board heard speak today, she heard 15 or 20 of them speak, and the theme was the same. I am afraid, it is so different, I can't get this, I can't get that, etc. Ms. Phillips expressed something is wrong. She does not know what it is, or who it is, but something is wrong. Ms. Phillips discussed that she put in for a lateral transfer. She was never interviewed and never got the position. She received an acknowledgement stating the person to do the interview was on vacation. The person returned. She responded again when is the interview, and then she didn't bother anymore because she was not all that interested anyway. Ms. Phillips commented nobody should be afraid of losing their job.

Chairman Connelly discussed that anyone can send a letter to the Chairman & the Members of the Board but there is a process and he cannot comment on personnel matters.

Ms. Phillips communicated to the Chairman he can expect to receive a lot of letters.

Bill Oserin – Englewood, NJ

Mr. Oserin discussed he has always heard you get one complaint and you multiply it by ten. He thinks people talk about their specific situation but it is an illustration of a big, general

problem motivated by fear, not following civil service protocol, etc. He wanted the Board to know if there are these many people here making this many complaints the Board should recognize this is a serious problem, not take it lightly, and not get information from one source.

Chairman Connelly requested a motion to close the Open Public Comment Period of the Open Session. A motion to close the Open Public Comment Period was offered by Freeholder Voss, seconded by Mr. Barreto, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

Adoption of Minutes:

(a) Open Session Minutes of June 7, 2016

Chairman Connelly requested a motion to adopt the Open Session minutes. A motion to adopt the Open Session Minutes of June 7, 2016 was offered by Mr. Barreto, seconded by Freeholder Zur, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

Treasurer's Report:

(a) Bills List:

Chairman Connelly requested a motion to approve the Bills List. A motion to approve the Bills List was offered by Freeholder Zur, seconded by Vice Chairwoman Duffie, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALEZ-DIAZ	BOARD MEMBER				X

(b) Schedule of Vouchers:

Chairman Connelly requested a motion to approve the Schedule of Vouchers. A motion to approve the Schedule of Vouchers was offered by Mr. Barreto, seconded by Freeholder Zur, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALEZ-DIAZ	BOARD MEMBER				X

The Fiscal Officer reported that the Auditor is currently present in the building conducting the audit.

Administration Report:

(a) Monthly Reports – Statistical & Financial:

A snapshot of caseload and expenditures were provided to the members for the month of May. At the Board’s request, the Interim Management Consultant will provide a five-year look back for Medicaid, Food Stamps, General Assistance, and Temporary Assistance to Needy Families.

(b) Memoranda to the Board

Mr. Morales reported one Mental Health First Aid Training class was held in June and one additional class is scheduled for July. The July session should complete the initial training of all staff. The training will then be incorporated into the new hire process. The Office of Child Support recently completed an audit of the agency’s processes for the management and storage of confidential IRS information and documents. It was determined that the agency is 100% compliant with the requirements of IRS Publication 1075. In regard to the Medicaid Funding Formula, the agency received official confirmation that it will receive retroactive reimbursement from the State for the period covering October 2013 to September 2014 as a result of the change in the Medicaid funding formula. The agency has not been notified yet of the total amount of the reimbursement.

Effective July 1, 2016, the Division of Developmental Disabilities (DDD) payments that the agency receives for service coordination will increase from \$200.00 to \$239.81. The agency currently has 99 families receiving services with additional customers currently in the intake process.

Committee Reports:

(a) Welfare, Fraud, and Abuse Committee

Vice Chairwoman Duffie reported from June 1 to June 30, 2016 the agency received Medicaid recoveries in the amount of \$24,778.

(b) Audit & Budget Committee

No report.

(c) Building & Grounds Committee

Mayor Barra assured the public that when they raise issues and/or make comments during the Open Public Comment Period the Board Members take those comments to the appropriate committee. At the last Board Meeting, comments were made about the air conditioning and the work stations. After that meeting, the Mayor came back to the agency and toured the building. He spoke to a number of staff about the temperature. Heating and air conditioning is going to be a perpetual problem. It is a complex air conditioning system but the Board will continue to work on it and do their best to make it work as efficiently as they possibly can. Another comment was made about work stations and that staff want partitions. The Board spent a lot of time when we moved here on space planning. The Board looked at a lot of other agencies and corporations. The Mayor urged staff to go look elsewhere, both at private corporations and government agencies, to compare their work space to our work space. The Mayor expressed their space does not beat our space. He discussed the 2nd floor Intake Department is better than virtually any other Social Service agency in the State of New Jersey.

The Chairman discussed that the Board also included the agency's employees to try to figure out the best floor plans possible. This is a proactive Board and staff should never feel intimidated to come to meetings. The Chairman thanked those for taking part in the process. He also thanked those who attended.

OLD BUSINESS:

NEW BUSINESS:

(a) Next Board Meeting Date

Chairman Connelly announced the next Board Meeting is scheduled for **Tuesday, August 2, 2016**, at 4:30 p.m. at the "218" building.

Action Items:

Resolutions:

- (a) 2016.7.05 (1) - Resolution Approving Additions, Elimination, and/or Changes to Positions within the Bergen County Board of Social Services
- (b) 2016.7.05 (2) - Resolution Authorizing the Advertisement of Employment for Multiple Openings
- (c) 2016.7.05 (3) - Resolution Authorizing the Hiring of One Clerk 1
- (d) 2016.7.05 (4) - Resolution Authorizing the Hiring of One Clerk 1
- (e) 2016.7.05 (5) - Resolution Approving the Denial of Grievance Appeal
- (f) 2016.7.05 (6) - Resolution Providing for a Meeting Not Open to the Public in Accordance with the Provisions of the New Jersey Open Public Meetings Act, N.J.S.A

A motion to approve Resolutions (a) through (d) was offered by Freeholder Voss, seconded by Freeholder Zur, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

A motion to table Resolution (e) was offered by Mayor Barra, seconded by Freeholder Voss, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

A motion to discuss and approve Resolution (f) 2016.7.05 (6) Providing for a Meeting Not Open to the Public in Accordance with the Provisions of the New Jersey Open Public Meetings Act, N.J.S.A and to go into Closed Session was offered by Mr. Toronto, seconded by Freeholder Zur, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER	X			
FREEHOLDER JOAN VOSS	BOARD MEMBER	X			
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

The Board went into Closed Session at approximately 5:36 p.m.

CLOSED SESSION:

General Counsel stated the Board will go into Closed Session to discuss the Closed Session minutes of June 7, 2016, personnel, and litigation. The minutes from the Closed Session will be available to the public once the items have been resolved or no longer require the minutes to be held and not distributed to the public. The Board will be in Closed Session for approximately 20 minutes. The meeting will then resume and reopen the meeting to the public and the Board may take further action with respect to matters dealing with the Bergen County Board of Social Services.

OPEN SESSION:

The Board reconvened in Open Session at approximately 6:16 p.m. A motion to open again was offered by Mr. Barreto, seconded by Mr. Ten Hoeve, and unanimously 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

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	

COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X	
FREEHOLDER TRACY ZUR	BOARD MEMBER		X
FREEHOLDER JOAN VOSS	BOARD MEMBER		X
MAYOR VINCENT BARRA	BOARD MEMBER	X	
JOSEPH A. BARRETO	BOARD MEMBER	X	
RITZY MORALEZ-DIAZ	BOARD MEMBER		X

Closed Session Minutes of June 7, 2016

Chairman Connelly requested a motion to adopt the Closed Session Minutes. A motion to adopt the Closed Session Minutes of June 7, 2016 was offered by Mr. Toronto, seconded by Mr. Barreto, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALEZ-DIAZ	BOARD MEMBER				X

Closed Session Grievance Minutes of June 7, 2016

Chairman Connelly requested a motion to adopt the Closed Session *Grievance* Minutes. A motion to adopt the Closed Session *Grievance* Minutes of June 7, 2016 was offered by Mr. Toronto, seconded by Mr. Barreto, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALEZ-DIAZ	BOARD MEMBER				X

Chairman Connelly requested a motion to adjourn the meeting. With no further business to conclude, a motion to adjourn the meeting at approximately 6:19 p.m. was offered by Mr. Toronto, seconded by Vice Chairwoman Duffie, 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			
COUNTY ADJUSTER TEN HOEVE	COUNTY ADJUSTER	X			
FREEHOLDER TRACY ZUR	BOARD MEMBER				X
FREEHOLDER JOAN VOSS	BOARD MEMBER				X
MAYOR VINCENT BARRA	BOARD MEMBER	X			
JOSEPH A. BARRETO	BOARD MEMBER	X			
RITZY MORALES-DIAZ	BOARD MEMBER				X

Respectfully submitted,



Robert W. Calocino
Acting Director