

The regular meeting of the Borough of Riverdale Mayor and Council opened on the above date at 7:30 p.m. with the Pledge of Allegiance.

Mayor Budesheim presiding.

ROLL CALL: **Present:** **Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli**
 Absent: **None**

Mayor Budesheim announced that proper notice of this meeting was made as to time, date, place and agenda.

APPROVAL OF MINUTES DATED:

Regular Meeting - September 20, 2010
 Workshop Meeting - October 4, 2010

Councilman Falkoski set forth the motion, seconded by Councilman Carelli, to approve the above listed minutes as read.

ROLL CALL: **Ayes:** **Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli**
 Nays: **None**
 Abstain: **Falkoski (October 4, 2010 only)**
 (6 ayes – 0 nays – motion carried)

PUBLIC PARTICIPATION NO. 1:

Dan Sciara of Munn Avenue spoke regarding recent blasting. Mayor Budesheim stated that residents should phone the Police Department when they feel any effects of blasting. They keep a log for the Borough Engineer.

There being no further comments, Councilman Falkoski set forth the motion, seconded by Councilman Astarita, that the public portion be closed.

ALL IN FAVOR.

ORDINANCES:

- 1) Public Hearing and Adoption of an Ordinance entitled:

ORDINANCE 09-2010

**ORDINANCE AMENDING THE REVISED GENERAL
 ORDINANCES OF THE BOROUGH OF RIVERDALE AND
 ESTABLISHING POLICIES AND FEES FOR OPEN PUBLIC
 RECORDS ACT REQUESTS**

Mayor Budesheim read the notice for the second reading and final adoption.

Mayor Budesheim announced that this Ordinance was open for public participation.

There being no comments, Councilman Falkoski set forth the motion, seconded by Councilwoman Wetzel, to close the public session.

ALL IN FAVOR

ORDINANCES (continued):

Thereupon, Councilman Falkoski set forth the motion, seconded by Councilman Astarita, **RESOLVED** that Ordinance No. 09-2010 as read on second reading at this meeting, be adopted and finally passed.

ROLL CALL: Ayes: Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli
Nays: None
(6 ayes – 0 nays – motion carried)

COPY OF ORDINANCE AND RESOLUTION IN FULL ON PAGE NO. 101-A

1) Thereupon, Councilman Falkoski set forth the motion, seconded by Councilwoman Wetzel, to introduce the following ordinance and moved its adoption.

ORDINANCE 10-2010

ORDINANCE AMENDING CHAPTER 136 OF THE REVISED
GENERAL ORDINANCES OF THE BOROUGH OF RIVERDALE
AND AMENDING CERTAIN SEWER RATES

ROLL CALL: Ayes: Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli
Nays: None
(6 ayes – 0 nays – motion carried)

COPY OF ORDINANCE AND RESOLUTION IN FULL ON PAGE NO. 101-B

RESOLUTIONS:

Mayor Budesheim reported that a company has approached us and wants to place clothing bins on borough property. They will pay us \$3,000 per year to place two bins in front of Mario’s. He passed around pictures of the bins and stated that if they are not maintained as promised they will be removed.

Thereupon, Councilman Astarita set forth the motion, seconded by Councilwoman Wetzel, to approve the following resolutions:

- 1) Payment of Claims. Including the following:

a) Firefighter One	Annual Jaws Maintenance	\$ 645.00
b) Advanced Fleet Service	Firetruck #31 Service	\$ 267.39
c) Fire Inspector	Prevention Materials	\$ 300.00
d) Spectrum Comm.	Radio Repairs	\$ 202.50
e) Riverdale Library	4 th Quarter Payment	\$5,000.00
f) Animal Control Svcs.	4 th Quarter Payment	\$1,499.75
g) PRBRSA	4 th Quarter Payment	\$177,080.00
- 2) Approval of payment from Escrow to the following:

a) Darmofalski Engineering Assoc.	Alexan/TCR	\$ 575.00
b) Johnson, Murphy, Hubner	Alexan/TCR	\$ 56.00
c) Darmofalski Engineering Assoc.	Alexan/TCR	\$ 281.72
d) Anderson & Denzler Assoc.	DR Horton/Grande	\$ 124.90
- 3) **Resolution No. 66-2010; Refund of Tax Overpayments:**
 - a) Bl 29 – L 9.317 – Josephine Forino - \$250.00 – 2010 – Deduction Overpaid
- 4) Authorizing Carecycle, Inc. to place two clothing bins on borough property in front of Mario’s in exchange for paying an annual sum of \$3,000 to the borough.

RESOLUTIONS (continued):

ROLL CALL: **Ayes:** **Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli**
 Nays: **None**
 (6 ayes – 0 nays – motion carried)

COPY OF BILLS LIST AND RESOLUTIONS IN FULL ON PAGE NO. 102-C AND D**COMMITTEE REPORTS:**

Councilman Falkoski reported the Court Report for September 2010.

Councilman Astarita reported that he will be attending the Community Development Block Grant meeting on November 4th.

PUBLIC PARTICIPATION NO. 1:

There being no comments, Councilman Falkoski set forth the motion, seconded by Councilwoman Wetzel, that the public portion be closed.

ALL IN FAVOR.

CLOSED SESSION:

Councilwoman Wetzel set forth the motion, seconded by Councilman Astarita, RESOLVED that the Council go into closed session to discuss a contractual matter and personnel matters.

ALL IN FAVOR.

Closed Session being completed, Councilman Falkoski set forth the motion, seconded by Councilman Carelli, to open the meeting to the public.

ALL IN FAVOR.

ROLL CALL: **Present:** **Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli**
 Absent: **None**

Councilman Falkoski set forth the motion, seconded by Councilman Guis, to approve a salary increases for the DPW employees as set forth in the chart distributed by Mayor Budesheim.

ROLL CALL: **Ayes:** **Falkoski, Guis**
 Nays: **Astarita, Loesner, Wetzel, Carelli**
 (2 ayes – 4 nays – motion denied)

COPY OF PROPOSED SALARY CHART IN FULL ON PAGE NO. 102-E

Councilman Falkoski set forth the motion, seconded by Councilman Guis, to approve sending a letter to advise the PBA that the Council is looking at ways to reduce the accumulated comp time and possibly going to an 8 hour shift next year, and that we would like to discuss this matter with their representatives.

ROLL CALL: Ayes: Astarita, Falkoski, Guis, Loesner, Wetzel, Carelli
Nays: None
(6 ayes – 0 nays – motion carried)

Mayor Budesheim asked if there was a motion to approve providing for a stipend or salary for the COAH Administrator.

No motion was made.

ADJOURNMENT:

Councilman Falkoski set forth the motion, seconded by Councilman Carelli, to adjourn the meeting.

ALL IN FAVOR.

Adjourned: 8:58 p.m.

Respectfully Submitted:

Carol J. Talerico, R.M.C.
Municipal Clerk

CLOSED SESSION:**PERSONNEL:**

Mayor Budesheim stated that one of our DPW employees resigned. He accepted a job with the Pequannock DPW where the starting salary is \$2.20 per hour more than he is making here and they also have 4% raises each year over the next three years per contract. He distributed a chart of comparable DPW salaries from Butler and Morris County prevailing wages with proposed increases for our DPW employees. He recommended we pay our employees what the job is worth. Councilman Astarita asked if a comparison was made to the private sector. Mayor Budesheim stated that Morris County prevailing is private sector.

Councilman Falkoski stated that this is a small town and the people working for us are very dedicated. It took us a while to get people that were competent. When you look at the comparison there is a great imbalance. Some of these people do over and above a good job. They have families and they don't even make a living wage. I think we want to reward these people and retain the same caliber of service for the community as we're getting now. Do we want to fall down to a level where we couldn't find anybody who was competent to hold the job? I think this is something we have to seriously consider and protect the quality of the work that we have for the citizens.

Councilman Astarita stated that we also have to think of our citizens on Social Security who are not getting any raise whatsoever.

Councilman Falkoski stated that this money is already built into our budget. We're not adding anything and are not going to raise taxes by doing it. Councilman Carelli stated the increases were not built into the budget. Mayor Budesheim stated that 4% was built in. Councilman Falkoski stated that starting next year we are limited to a 2% cap on our tax rate.

Councilman Astarita stated that we always get into these situations where we look at other towns and say our people are underpaid but we have to look at our town. Mayor Budesheim stated that at the last meeting we decided to find out what other towns are paying. Councilman Astarita stated that we have to find a town that's comparable to ours. People coming into certain jobs don't get paid well. He stated that these employees are laborers. Councilman Guis stated that two are laborers but the others have special skills with tools and mechanics. Mayor Budesheim stated that one is leaving and two are looking for other jobs and I know some of you say to let them leave. It took us 7 years to get this crew together where it's working they way it is now. If you want to think about the taxpayers think about what it will cost us if it totally breaks down and we have to start over again. Councilman Astarita stated that there are a lot of people looking for jobs these days.

Councilwoman Wetzel stated when you look at the numbers on paper, \$14.46 per hour for an unskilled person working in the DPW and getting a full time benefit package doesn't seem so bad. It's double the minimum wage. I agree these guys are great but anyone can get a better offer anywhere, any day and it should not be a determining factor for us. I am opposed to doing anything effective this year.

Councilman Falkoski stated the money is not being offered to keep people from leaving the job. The proposal originally was to reward people for doing a good job and for education. Councilwoman Wetzel stated they're being rewarded with a salary.

Councilman Guis stated that one of the problems with the DPW department is there is no mechanism to increase people from the entry level salary as they become more skilled and experienced. The department is small and there aren't going to be promotions so

CLOSED SESSION (continued):

they will go out looking. We've been through six different people trying to fill these spots and at the entry level salary it is difficult. In terms of private sector, laborers working for contractors that I know and what I've paid are minimum \$18 to \$20 per hour and mechanics are \$25 to \$35 and up.

Councilman Astarita agreed that the utility position salaries are low but he would like some type of grading system. He also stated that we shouldn't do anything this year. Doing a good job is expected and working overtime is not going above and beyond. There's no place to move up so in order to move up you have to leave.

Councilman Guis stated that people become more experienced and efficient while they're here and we don't want to do the whole training process again. We've done away with the built in steps that used to be in place.

There continued to be disagreement among the Council regarding the method to increase the DPW salaries. Mayor Budesheim reminded the Council that every employee gave 1.5% of their salary back for health benefits.

Councilman Loesner stated that there's nothing wrong with a salary structure when you're hired at a low rate and given six month increments to a top salary. Creating a new position is not the way to do it. We agreed at the last meeting the mechanic is underpaid and he is. Nobody else is. I researched the Northeast Area building and mechanical trade salaries on the Bureau of Labor statistics.

Councilwoman Wetzel stated the mechanic and utility positions should be the only ones increased and not until next year.

Councilman Guis stated that we should have a procedure and we can get some guidelines.

CONTRACTUAL MATTER:

Mayor Budesheim stated that we reviewed the accrued police comp time at the last meeting. We have 132 twelve-hour shifts that we have to pay for.

Councilman Loesner stated that he researched the comp time issue. According to the Pitman Schedule every day of leave reduces the comp hours by four. Mayor Budesheim agreed but said it is not being done here. They get the comp time in the beginning of the year and there's no accounting for those hours. On January 1st they all get 108 hours and never take it. They look at this as a retirement package. Councilman Loesner stated the contract states comp time has to be used within the year. He said he read the Comp Law and did not understand it. Borough Attorney Oostdyk stated that the problem is not that we can't insist on them taking the time – the problem is that we haven't insisted on them taking the time in choosing to pay instead. The Chief is saying that it's necessary for the efficient operation of the department. Mayor Budesheim stated that he would like, at least for a year, to go back to 8 hour shifts until this comp time matter is done. It's going to take some of these guys a whole year to work off their hours already accumulated. I would like to give them 60 days notice and if we can work something out in the meantime we can stay with the 12 hour shifts. Councilman Loesner stated he didn't want to antagonize them. I'd like to meet with them and see if we can work something out. Each officer should accrue the time as they work and work those hours off so at the end of the year it's zero. Mayor Budesheim stated that was supposed to have been done the beginning of this year but there's 1,600 hours on the sheet. Councilman Loesner stated that we're not obligated to have them carry comp hours. We can pay them for it. Mayor Budesheim stated some of this time accumulated ten years ago when they were making 1/3 of what they're making now. Borough Attorney Oostdyk stated it is entirely at our

CLOSED SESSION (continued):

discretion to pay whatever is left at the end of the year. Councilman Loesner stated we should make sure we track the comp hours and make sure they're used up. There was a discussion regarding getting comp time for firearm qualification. Mayor Budenheim stated that this is a problem that's grown every year. If we step back for a year and clean it up we can start the following year at zero. Councilman Guis stated that comp time was always viewed as a favorable alternative to paying overtime but it has gotten out of hand. Borough Attorney Oostdyk suggested we notify the PBA that the way it's being handled right now is not tolerable and ask them to partner with us to figure out how this is going to be corrected next year.

PERSONNEL:

Mayor Budenheim stated that the Council spoke about the COAH Administrator at the last meeting and was given comps from other towns. He asked if there was any further discussion. There was none.