

REGULAR MEETING
LAWRENCE TOWNSHIP COUNCIL
LAWRENCE TOWNSHIP MUNICIPAL BUILDING
COUNCIL MEETING ROOM – UPPER LEVEL

April 3, 2018

The following are the Minutes of a Regular Meeting of the Lawrence Township Council that was held on Tuesday, April 3, 2018, at 6:30 P.M.

The meeting was opened with the Inspiration and Pledge of Allegiance, led by Municipal Clerk.

At the commencement of the meeting Mayor Bobbitt read the following statement of proper notice:

STATEMENT OF PROPER NOTICE: "Adequate notice of this meeting of the Lawrence Township Council being held on Tuesday, April 3, 2018, has been provided through the posting of the annual meeting schedule of said Council in accordance with Section 13 of the Open Public Meetings Act." Said Notice was forwarded to The Trentonian, The Times and The Princeton Packet on December 26, 2017.

The roll was then called as follows:

Present: Councilmembers Kownacki, Lewis, Maffei and Mayor Bobbitt.
Absent: Councilwoman Powers.

Also in attendance were Kevin Nerwinski, Esq., Municipal Manager, and David Roskos, Esq., Municipal Attorney and Peter Kiriakatis, Certified Financial Officer.

Special Proclamations, Recognitions and Presentations

Lawrence Community Center Update Presented by Brian Helmuth, Director

Mr. Helmuth greeted the Council and thanked them for having him this evening and indicated he is the Director of the Lawrence Community Center and that he was excited about telling everyone about the wonderful things that are going on at the Community Center but before he gets started he would like to review the history of the Lawrence Community Center with regards to where it was and where it is now, and advised that the Lawrence Community Center was established in the late 1960's as a place where neighborhood residents could receive services to assist in self-sufficiencies and a hangout spot for pickup basketball games, baby showers, weddings, etc.; but only the people in walking distance used the Center as people from other areas of Lawrence

were not going to the Lawrence Neighborhood Service Center as it was known as at that time. So, in 2009, for a number of reasons the Neighborhood Service Center was not doing very well given there was not a lot of great programming going on, and the building was not being utilized to its full potential. The Township then reached out to HomeFront to see if they would be interested in taking over the management of the facility and at first HomeFront was a bit reluctant because managing a community center did not fit their mission. But, after a couple requests HomeFront agreed as they believe every municipality should have a thriving community center and they have good track record in managing facilities.

Mr. Helmuth stated fast forward almost ten years later that is where they are today with HomeFront managing the facility and him as the Director and he is very proud of what the Community Center has become now with all the different fun and engaging activities that are going on. The Lawrence Community Center is now a true community center that all of Lawrence residents wish to be involved with and the community can call their own and on any given week there are a number of educational, recreational, spiritual and cultural activities going on from Monday thru Sunday. The Community Center is opened seven days a week from 8:30 a.m. to 8:30 p.m. Monday-Friday and 8:00 a.m. to 6:00 p.m. Saturday and Sunday which is what the community requested. Further, when preparing for the meeting he took a look at all the programs they have coming in and it is a couple of pages and he will not be reviewing all the programs but he will pick out a few to highlight the diversity of the programs that are coming in which represents all corners of Lawrence and not just those in walking distance as in the past.

Mr. Helmuth proceeded to highlight the following programs offered by the Lawrence Community Center and advised the first four have a special place in his heart because they were the programs utilizing the space when HomeFront took over back in 2009: Every Child Valued after school program; Eggert Crossing Civic League; Lawrence Alcohol Anonymous; Lawrence Nicotine Anonymous; Lawrence Township Board of Education; Lawrence Township Public Schools Guidance Counselor Meeting; HeavenBound Evangelical Ministries, four Community Mentorship Programs; four Lawrence Basketball Teams; two Volley Ball Teams; the MOMs Club of Lawrence and Lawrence Moms Meetup; Kotoc Traditional Indian Dance Class; four Badman Teams; Toastmasters Group; six Lawrence Hamnett Soccer Teams; Lawrence LaCrosse; Lawrence Little League; PEI Kids; lots of Cubs and Girl Scouts Troops; Stark & Stark; Womanspace; The Clergy Organization of Lawrence Township; Lawrence Township Community Foundation; Lawrence Township Education Foundation; Sheltered Yoga; BodyBack Fitness Program and BrightView.

Mr. Helmuth noted that the list of diversified programs gives the Council a sense of what they offer at the Community Center and that one of the stats that they keep that he thinks is important as to what he is trying to communicate today is their sign-in numbers and indicated when HomeFront took over the management there was only a couple hundred people coming in and out of the building each month and they now have 2,586 coming in to the building for program use which really speaks volumes

as to how open the facility is now for community use and that the issues with parking, the parking lot is quiet small, has come up on their agenda at the Board meetings numerous times as to how to resolve the parking issue given there are more programs coming on and multiple ones going on at one time so it is a great problem which he wanted to bring to the attention of the Council.

Mr. Helmuth advised in addition to all the programs, the Community Center is delivering strong social services to Lawrence residents that are in need and that HomeFront's Camp Mercer is run out of the Lawrence Community Center so they are now gearing up for the summer camps. And, in the past two years they have had 30 kids from Lawrence attend Camp Mercer for free and they will have 30 kids in attendance this year as well. The children are from low income families whose children would otherwise be staying at home with a relative instead of attending camp. The Community Center is also a registered food pantry and on average, every food pantry day, they give out about 70 food bags. They also have a highly trained full-time Case Manager in the building available to assist families in need of clothing, furniture, housing, etc. and other social services.

Mr. Helmuth proceeded to discuss their current challenge with regards to the Lawrence Community Center losing half of their funding of \$100,000 through the Community Service Block Grant which is \$50,000 and advised that the State essentially altered the guidelines for who they can serve with that money and there is a small chance that they can get the money back in the future but highly unlikely for this year. So, he is coming before the Council today to ask them to really consider giving more money to the Community Center to help continue the great programs he has reviewed today. And, administratively they are doing a lot to make it work on their end but they are requesting some assistance from the Township as well. He then opened the floor for questions.

Mayor Bobbitt inquired about the steps being taken to shore up the loss of funding and Mr. Helmuth advised that they have been working really close with Mercer County to see how they can salvage some of the money and they have discussed renting space at the Lawrence Community Center for programming and a few more options but none of the options make up for the \$50,000 loss of funding.

Councilman Maffei questioned the reason for the cut in funding and Mr. Helmuth advised that the Lawrence Community Center can invite anyone they want to participate in programs at the Center but with the social services they can provide with the grant, they are required to collect a lot of documentation to see if the individuals applying qualify; and, they are audited in that regard. In the past people were allowed to live in Lawrence (with Lawrence having preference), Ewing, Hamilton, Trenton, etc.; but the new guidelines from Mercer County Department of Human Services requires the Center to only service Lawrence residents and, based on the documentation they receive, those applying do not fall within the low income guidelines to receive the grant.

Ms. Sarah Stewart, COO, Homefront, stated for clarification purposes, Mr. Helmuth is not saying that the Lawrence Community Center cannot provide the same services as in the past, it is just the County will only reimburse HomeFront for services provided to non-residents of Lawrence as the grant money is now tied directly to the number of Lawrence residents only. She further noted that the Department of Human Services has been a great partner with HomeFront and they want them to succeed; but, some of the interpretation for the grant is coming down from the State who provides the grant to the County who in turn sub-grants it to their organization and creates the guidelines for the grant. A general discussion ensued relative to Lawrence not being able to provide services to non-residents of Lawrence and seek reimbursement from the County, and the County possibly wanting the City of Trenton residents to utilize their own community funded grant facility.

Councilmember Kownacki questioned what would happen if they do not get the \$50,000. Mr. Helmuth advised that they are doing a number of things to try and make up for the loss of funding. They are present this evening just to ask for support in this time of need as it is unclear how much funding, if any, they are going to get back. As for the question, it should be posed to HomeFront's Board as he is not the one that would make any final decision on how they would proceed without the money.

Councilmember Kownacki stated as he watched the slides he does not see any handicapped programs and inquired if the Community Center had programs geared towards those who are handicapped. Mr. Helmuth advised that the Center is open arms to everyone; but, unfortunately, the building is only wheelchair accessible on the first level so the programs that came in chose to go elsewhere because essentially they can only get into the gym and the conference room. They cannot utilize the art room, computer lab, class rooms and/or the multipurpose room. Ms. Stewart further noted that HomeFront has had a longtime partnership with the Arc of Mercer for children with long-term disabilities who sometimes come and use the facilities throughout the building.

Mr. Nerwinski asked if anything substantively changed in the delivery of services by the Community Center with regards to the services they provide to residents of Ewing, Lawrence, Trenton, etc. and/or have they ceased services to residents outside of Lawrence Township as it seems to him that the funders are wanting everyone to utilize the facilities in their own town but the residents who live outside of Lawrence such as Ewing and Trenton prefer the use of the Lawrence Community Center over their own. He inquired if they had the number of out of town residents utilizing the services at the Center in Lawrence because they might be able to look towards other governmental entities in terms of contributions. Mr. Helmuth replied that they have not stopped servicing residents who reside outside of Lawrence Township and "yes" they can definitely provide the numbers for out of town residents who use the Community Center.

Councilmember Maffei stated for clarification purposes were there any complaints from Lawrence Township residents about other residents from other municipalities using the Community Center that would have caused the County to reduce funding. Mr. Helmuth replied “no” and he truly believes that is not the case.

Councilmember Maffei stated that Lawrence Township feels they have been doing their part in a county effort to let the community centers in all the municipalities work for the poor people that cannot afford things and now they stand before the Council telling them that the County decided to cut the funding in half that helps underprivileged people without any good reason as to why, which he does not understand.

Ms. Stewart stated that she is not in a position to make that argument for the County...but she thinks they would say they are allocating this money to serve the residents of Lawrence. And, because they have a minimum level of service they have to meet in terms of the number of clients served, they will only count Lawrence residents towards that number; and, to receive the full amount of the grant is contingent upon them reaching that number which has always been possible by adding in the services they provide to residents in other towns and noted that not every town in Mercer County runs a Community Development Block Grant (CDBG) Program such as Ewing Township who does not have a facility or host the program.

Councilmember Lewis questioned if the Grant, Federally allocated, that comes from the State and distributed through the County, was drastically reduced overall this last year. Ms. Stewart stated she believes it was zeroed out in the President’s budget but Congress saves it every time...so the funding is always on the chopping block and no, she does not know the total appropriation but she thinks it has gone down some.

Councilmember Lewis stated that she is not particularly happy about the rule changes because it sounds to her as if the rules changes are an effort to reduce funding levels without reducing services in each of the municipalities because they do have as many dollars to sort of allocate and questioned if a municipality that use to be serviced by the program did not get the grant and decided to apply for grant to service within the HomeFront facility is that something that could be done. Ms. Stewart stated the money will stay in Mercer County and she is not sure how they will allocate the funds being the County has sought a partnership in Ewing and has been unsuccessful in that endeavor. But, it might be a worthwhile conversation to have with the County. Additional discussion took place relative to the monies being reallocated to the Lawrence to help offset the cost of service, concerns about the large some of funding given to the City of Trenton and residency and documentation problems with the submission of paperwork for the grant.

Councilmember Maffei advised that the Township has Public Works issues over at the Lawrence Community Center with regards to the garden areas that have to be weeded and maintained and trees that need to be trimmed and so forth and he would

like to know if the Center would be willing to have volunteers help out with those services.

Mr. Helmuth advised that he and Mr. Whitehead have a great working relationship and he would be glad to reach out to him to coordinate a plan for the volunteers to help out with those services and proceeded to the discuss various volunteer groups they have that presently help out and them looking to solicit more groups to help with different projects as a cost-saving measure.

Councilmember Maffei imparted that the Lawrence Community Center truly provides a very important service to the community members that cannot afford the things for themselves and he wants that to continue so they have his support.

Ms. Stewart thanked the Council for their support and for helping them advocate the programs at the Community Center and indicated they are always looking to expand their average and one of the ways they can get some of the funding back is if they reach out to more low income Lawrence families which they know exist but is a difficult population to reach and they welcome any ideas and outreach whether it be through churches or community groups to help them reach more struggling families in need of assistance as it is their goal to reach more people that need help and urged the Council to help them spread the word.

Mayor Bobbitt thanked both Mr. Helmuth and Ms. Stewart on behalf of Council for their presentation and answering all of their questions as he knows it is a difficult period of time with them losing half of their \$100,000 grant given he knows funding is hard to come by.

Public Participation (5-minute limitation per speaker)

Mr. Jim asked that only his first name be used as he is a member and involved in the 12 Step Alcoholic Anonymous Program and indicated that 22 years ago they started the AA meetings which take place on Wednesday nights at the Lawrence Community Center and they have helped and saved lives of so many people through the years. It is incredible and the stories are amazing. In addition, they have Nicotine Anonymous meeting on Friday nights that has also helped a lot of people with their addiction and proceeded to discuss AA being non-profit organization that is prohibited from being affiliated with any other group or organization such as HomeFront so they are unable to attached this as a budget item because they are prohibited from attaching themselves to any entity and the same principles apply for Nicotine Anonymous; HomeFront graciously give them a place to hold their weekly meetings that helps so many people and without the Center they would have no place to meet. He further discussed the two groups having a large turnout of members and attendees coming from all over the State of New Jersey, New Hampshire and Pennsylvania.

Mr. Jim further discussed the benefit of the Food Pantry at the Community Center where he brings his disabled brother who has a lot of health issues and only receives \$600 a month in disability and indicated while sitting with him he sees all the different walks of life that come in for assistance who are needy and poor and the program there is very, very important program from a humanity viewpoint. He then discussed the Sweet 16 party he gave his daughter at the Military Veteran Affairs Armory on Eggert Crossing Road and suggested they consider renting out the gym at the Center for parties with security provisions to help offset the loss of funding.

Mayor Bobbitt thanked Mr. Jim for his moving human perspective on the matter as the Council sees line items and numbers for different pieces of the budget and not the human connection of what the programs actually does and what it means to certain groups. And, members of Council have seen the kids play in the gym but they do not see all the other programs such as AA and Nicotine Anonymous who use the Community Center. So, it is good to know that the matter is not just about the kids but adults also.

Ms. Barbara Goodman, 6 Allura Court, stated she is present this evening in support of the Lawrence Community Center because up until February for three years she was a Social Worker at Lawrence Plaza; a building that services low income seniors and disabled people and the building was bought out by new investors in February and she thinks there has been a social worker in the building since it was built but the new management eliminated the position for cost-saving purposes. Further, many of the residents in the building with very limited budgets counted on the food boxes that were brought to the building by the Mercer Street Friends Food Bank and once her position was eliminated and the management had no one to supervise the program they decided to eliminate it leaving many of the residents without the food they counted on. When she found out she approached Mr. Helmuth about the situation and there was no hesitation on the part of the Community Center to help out as they immediately offered to pick up the slack and make food bags available to anyone in the building that needed it.

Ms. Goodman advised that she was able to get applications to all the people who previously received food boxes and many people completed the application and are now receiving the boxes each month at the Community Center which really help fill in a void of something much needed and proceeded to discuss the Center providing case management services much like she provided when she worked for at the Senior Plaza with regards to helping people apply for food stamps, Medicaid or other social service programs because a lot of people do not have computers, are undereducated or elderly and that support is available to them at the Community Center. And, because some of the people were on very limited budgets and do not drive and counted heavily on public transportation, they were able to arrange with T.R.A.D.E each month to pick up the people in the building and take them to the Community Center where they worked out a very cooperative program for them. And, she just wants the Township

Council to know that the Lawrence Community Center provides a very valuable service to the low income people in the community, seniors and the disabled.

Councilmember Lewis thanked Mr. Jim and Ms. Goodman and echoed the sentiments of Mayor Bobbitt with regards to them bringing to the attention of the Council the great services provided at the Community Center. A general comment and question period ensued relative to the solicitation and encouraging more people to take advantage of the valuable services provided at the Community Center thereby helping with funding.

Mr. Paul Larson, 170 Darrah Lane, advised that he is the Chair of the Trails, Open Space & Stewardship Advisory Committee and Trustee of Lawrence Historical Society and echoed that the Lawrence Community Center does a great job serving the community and they should all be supporting it. He then indicated on the Agenda is an item concerning the DVRPC Grant about landscaping of the long awaited completion of the Redevelopment of Business Route 1 and as are the Colonial Lake groups, he is challenging the Township to be thinking about the bigger plan because they essentially did the middle part of that section but it did not include the Brunswick Circle area and DOT admitted down at the Colonial Lake end they cut it a bit short so when they redo the bridge they are going to repave Lake Drive and include the entire area so he would for the Council to think about the bigger picture aspect of that so it will probably be another phase for a grant application.

Mr. Larson advised one other thing he would like to bring to the attention of the Council that will be coming before them either the next meeting or in May, which he has spoken to the Municipal Manager about, is about a couple of the parks in terms of connectivity, stewardship, education, preservation, etc. and on some of the parks they have some adjacent parcels that the Township already owns so he is just putting together the rest of the hallmark for a presentation with pictures requesting that some of the odd parcels be made part of the park which will help with trails and things like that.

Mr. Larson indicated in wearing his history hat he is doing World War I research and he promised the Manager that items will be ready in April to be displayed in the display case. The last thing he would like to point out that has some bearing on the Township is the article that was in the Gazette about the Colonial Lake Park and indicated he had a quote in there that was not a complete quote. So, he was quoted as saying he had a fundamental problem with clearcutting the oldest chunk of trees on Colonial Lake which is true. But, the full quote is "I have a fundamental problem with cutting the oldest chunk of trees on Colonial Lake's two borders of the park and a deeded conservation easement". And, one of things he has not found is if there is protection for conservation easement buffers and park borders so maybe the town should consider updating the Master Plan to think about doing so in the future. Additional discussion took place relative to the original plans for the redevelopment of Business Route 1 being a lot bigger and the Township's hands being tied with regards to the Brunswick Circle which needs State approval for any improvements and possible opportunities to open discussion concerning jurisdiction rights.

Review and Revisions of Agenda

The Municipal Clerk requested that Resolution 142-18 (9-A) – Authorizing Increase in Contract with Marrazzos Manor Lane for Snow Plowing Services, be included on the agenda.

On a motion by Ms. Lewis, seconded by Mr. Kownacki, the Agenda was amended to include the above revision.

Same was carried on the following roll call vote:

Ayes: Councilmembers Kownacki, Lewis, Maffei and Mayor Bobbitt.
Nays: None.
Absent: Councilmember Powers.

Adoption of Minutes

There was no adoption of minutes.

Awarding or Rejecting of Bids

Mayor Bobbitt asked for comments from the public. There being none, Mayor Bobbitt asked for comments from Council.

Mayor Bobbitt asked if Marrazzoro Manor Lane one of the towns contractors in addition to public works and Mr. Kiriakatis replied yes they are the supplemental snow plowing contractor for the Township.

Ms. Lewis questioned if the increased contract amount is to pay off what is due or adds a cushion for the snow plowing services and Mr. Kiriakatis replied he believes it is to pay off what is presently due.

There being no additional comments, public participation was closed.

On a motion by Ms. Lewis, seconded by Mr. Kownacki, Resolution (9-A), Authorizing Increase in Contract with Marrazzos Manor Lane for Snow Plowing Services, was presented for adoption.

Resolution No. 142-18

WHEREAS, on October 17, 2017, Resolution 388-17, awarded a contract to Marrazzos Manor Lane for 2017 Snow Plowing Services; and

WHEREAS, it is necessary to increase the contract amount by \$7,522.50 due to the extreme winter weather experienced during this contract period; and

WHEREAS, in accordance with N.J.A.C. 5:30-14, a Certificate of Availability of Funds has been provided and the account to be charged is 8-16-56-849-299 (Storm Recovery Reserve);

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey, that the Township is hereby authorized to amend the contract amount by \$7,522.50 for the 2017 Snow Plowing Services to Marrazzos Manor Lane with a new contract amount of \$24,522.50.

Same was carried on the following roll call vote:

Ayes: Councilmembers Kownacki, Lewis, Maffei and Mayor Bobbitt.
Absent: Councilmember Powers.

Introduction of Ordinances

There was no introduction of ordinances.

Adoption of Ordinances

Mayor Bobbitt read by title, an ordinance entitled, "ORDINANCE TO EXCEED THE MUNICIPAL BUDGET APPROPRIATION LIMITS AND TO ESTABLISH A CAP BANK FOR THE TOWNSHIP OF LAWRENCE, COUNTY OF MERCER"

Ordinance No. 2294-18

ORDINANCE TO EXCEED THE MUNICIPAL BUDGET APPROPRIATION LIMITS
AND TO ESTABLISH A CAP BANK FOR THE
TOWNSHIP OF LAWRENCE, COUNTY OF MERCER

WHEREAS, the Local Government Cap Law, N.J.S. 40A:4-45.1 et seq., provides that in the preparation of its annual budget, a municipality shall limit any increase in said budget to 2.5% unless authorized by ordinance to increase it to 3.5% over the previous year's final appropriations, subject to certain exceptions; and

WHEREAS, N.J.S.A. 40A:4-45.15a provides that a municipality may, when authorized by ordinance, appropriate the difference between the amount of its actual final appropriation and the 3.5% percentage rate as an exception to its final appropriations in either of the next two succeeding years; and

WHEREAS, the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey finds it advisable and necessary to apply in its CY 2018 budget a CAP rate of 3.5% over the previous year's final appropriations, in the interest of promoting the health, safety and welfare of the citizens; and

WHEREAS, the Township Council hereby determines that a 3.5% CAP rate in the budget for said year, amounting to \$293,075.36 in excess of the increase in final appropriations otherwise permitted by the Local Government Cap Law, is advisable and necessary; and

WHEREAS, the Township Council hereby determines that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years;

NOW, THEREFORE, BE IT ORDAINED by the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey by a majority of the full authorized membership of this governing body affirmatively concurring that, in the CY 2018 budget year, the final appropriations of the Township of Lawrence shall, in accordance with this ordinance and N.J.S.A. 40A:4-45.14, have applied a CAP rate of 3.5%, amounting to \$293,075.36 and that the CY 2018 municipal budget for the Township of Lawrence be approved and adopted in accordance with this ordinance;

BE IT FURTHER ORDAINED that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years; and

BE IT FURTHER ORDAINED that a certified copy of this ordinance as introduced be filed with the Director of the Division of Local Government Services within five days of introduction; and

BE IT FURTHER ORDAINED that a certified copy of this ordinance upon adoption, with the recorded vote included thereon, be filed with said Director within five days after such adoption.

Ordinance No. 2294-18 was introduced and approved on the following roll call vote:

COUNCIL	AYE	NAY	PRESENT	ABSENT	ABSTAIN	MOVE	SECOND
Mr. Kownacki	X						X
Ms. Lewis	X					X	
Dr. Maffei	X						
Mr. Powers				X			
Mayor Bobbitt	X						

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Mayor Bobbitt read by title, an ordinance entitled, "AN ORDINANCE AMENDING ORDINANCE NO 2288-18 SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE – UNCLASSIFIED AND/OR EXEMPT, SEASONAL, EMERGENCY (NON-UNION) EMPLOYEES FOR 2018-2019"

Ordinance No. 2295–18

AN ORDINANCE AMENDING ORDINANCE NO. 2288-18  
SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE – UNCLASSIFIED  
AND/OR EXEMPT, SEASONAL, EMERGENCY (NON-UNION) EMPLOYEES FOR 2018-2019

BE IT ORDAINED by the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey, as follows:

Section I. Short Title

This ordinance shall be known and may be recited as "The Salary Ordinance of the Township of Lawrence – Unclassified and/or Exempt, Seasonal, Emergency (non-union) Employees for 2018-2019."

Section II. Salaried Employees

The attached list of salaried positions and job titles, Schedule A and Schedule B, are hereby authorized and assigned the appropriate salary ranges for 2018-2019 and are determined by date of hire as an employee of Lawrence Township.

This ordinance will continue the Township's consistent policy of providing comparable fringe benefits to exempt employees during their active service as that provided to Supervisors, CWA Local 1032, through their collective bargaining agreement. The Township will still maintain the flexibility of granting retiree benefits to exempt employees hired after January 1, 2011. Accordingly, employees covered by this ordinance that are eligible for health and/or prescription benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement.

Section III. Part-Time or Seasonal Employees

The following part-time or seasonal positions and job titles are hereby authorized and assigned the following pay maximums commencing January 1, 2018 and January 1, 2019:

| Position of Job Title                | Basis         | 2018                                                     | 2019                                                     |
|--------------------------------------|---------------|----------------------------------------------------------|----------------------------------------------------------|
| Armed Court Attendant                | Hourly        | \$25.04                                                  | \$25.54                                                  |
| Emergency Medical Technician         | Hourly        | \$22.16                                                  | \$22.60                                                  |
| Firefighter                          | Hourly        | \$18.16                                                  | \$18.52                                                  |
| Laborer (Seasonal)                   | Hourly        | \$11.39                                                  | \$11.62                                                  |
| Life Guard                           | Hourly        | Federal Minimum Wage up to \$15.56                       | Federal Minimum Wage up to \$15.87                       |
| Recreation Aid                       | Hourly        | Federal Minimum Wage up to \$36.45                       | Federal Minimum Wage up to \$37.18                       |
| Recycling Coordinator                | Per Annum     | \$8,243                                                  | \$8,408                                                  |
| Municipal Alliance Grant Coordinator | Per Annum     | \$2,500                                                  | \$2,500                                                  |
| Fire Crew Coordinator                | Per Annum     | \$4,243                                                  | \$4,328                                                  |
| School Traffic Guard                 | Hourly        | \$17.40                                                  | \$17.75                                                  |
| Secretary/Board & Committee          | Per Annum*    | \$1,800.00                                               | \$1,800.00                                               |
| Tax Search Officer                   | Per Annum     | \$11,557                                                 | \$11,788                                                 |
| Zoning Officer                       | Per Annum     | \$5,376                                                  | \$5,484                                                  |
| Municipal Court Attendee             | Hourly        | \$22.46                                                  | \$22.91                                                  |
| <u>SLEO Class III</u>                | <u>Hourly</u> | <u>\$26.00</u>                                           | <u>\$26.52</u>                                           |
| Park Attendant                       | Hourly        | \$15.56                                                  | \$15.87                                                  |
| All Others                           | Hourly        | Federal Minimum Wage up to Step1 In Applicable Job Title | Federal Minimum Wage up to Step1 In Applicable Job Title |

\* Denotes title paid monthly. All other titles bi-weekly.

Section IV. Eligibility

The ranges in Section II of this ordinance shall pertain to individuals employed by the Township of Lawrence on or after the effective date of this ordinance.

Section V. Longevity

- A. Each employee hired before January 1, 2013 and covered by this agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013 with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay. Any employee hired on or after January 1, 2014 shall not be eligible to receive longevity pay at any time in the future.

Length of Service

|                                                     |         |
|-----------------------------------------------------|---------|
| Beginning in year 8 through year 11                 | \$ 800  |
| Beginning the 12 <sup>th</sup> year through year 15 | \$1,100 |
| Beginning the 16 <sup>th</sup> year through year 19 | \$1,400 |
| Beginning the 20 <sup>th</sup> year through year 23 | \$1,700 |
| Beginning the 24 <sup>th</sup> year through year 27 | \$2,000 |
| Beginning the 28 <sup>th</sup> year and beyond      | \$2,300 |

Section VI. Other Personnel and Working Conditions

All other functions, responsibilities and rights not specifically enumerated in prior sections of this ordinance shall be judged to be within the province of management, subject only to the laws, rules and regulations of the New Jersey Department of Personnel, the provisions contained in applicable agreements (if any) or policy manuals, and by the issuance of Administrative Directives by the Municipal Manager.

Section VII. Repealer

All other ordinances or parts of ordinances adopted prior to the date of this ordinance that are inconsistent with the provisions of this ordinance, are hereby repealed insofar as they relate to or concern the job classifications, salaries and benefits listed in this ordinance.

Section VIII. Severability

If any section, paragraph, sentence, clause, or phrase of this ordinance shall be declared invalid for any reason, the remaining portions of said ordinance shall not be affected thereby and shall remain in full force and effect.

Section IX. Effective Date

- A. This ordinance shall take effect twenty (20) days after the first publication thereof after final adoption.
- B. All salary or compensation provided for and by this ordinance shall be effective the first day of January.

Additions are underlined \_\_\_\_\_

Ordinance No. 2295-18 was introduced and approved on the following roll call vote:

| COUNCIL       | AYE | NAY | PRESENT | ABSENT | ABSTAIN | MOVE | SECOND |
|---------------|-----|-----|---------|--------|---------|------|--------|
| Mr. Kownacki  | X   |     |         |        |         |      | X      |
| Ms. Lewis     | X   |     |         |        |         | X    |        |
| Dr. Maffei    | X   |     |         |        |         |      |        |
| Mr. Powers    |     |     |         | X      |         |      |        |
| Mayor Bobbitt | X   |     |         |        |         |      |        |

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## **Manager's Report –**

Mr. Nerwinski stated hopefully they are through all the storms this year and he would like to commend the Public Works Department on the phenomenal job they did during the storms so much so that he received several phone calls thanking the Township and the Public Works staff for their excellent work and indicated he passed the message along by thanking the staff individually to let them all know that their good hard work is appreciated and the town is lucky to have such an outstanding public works department.

Mr. Nerwinski stated in response to the Mayor Bobbitt's Sustainability Agenda, something he is helping him pursue, they had the municipal buildings assessed for the Solar Powered Assessment and they received back some good feedback and they are expecting to receive an assessment report. The program seems like it could be a very viable situation for the township buildings but there is a lot to discuss in terms of the positioning of the panels for the buildings they would like to have done. Further, he thinks it is a program that future generations will benefit from and is the responsible thing for the Township to do now even though they might not realize the immediate benefits but certainly in the future the numbers they are seeing seems to indicate that it could be a very good thing for the town moving forward.

Mr. Nerwinski reported with regards to the Pit Stop, the Township has secured the services of Langan Engineering Environmental Group to produce the estimate and proposal that will be submitted to NJDEP for the application process for funding which they hope to get back within the next few weeks. They have also met with DEP representatives who have indicated once they have their paperwork in, that the process will take about 4 to 6 months for them to review; but, they seem to be very positive in terms of making it happen which they are very happy about.

Mr. Nerwinski further reported that Lawrence Shopping Center plans of the facade changes are really advancing. The plans have been reviewed by the Township Engineer and Township Planner and they are all on course for work to begin probably in early fall and plans will be submitted for more substantial renovation work at the site as well within the next month or so. So far, the new owners have been very responsive in partnering with the Township and listening to the town's input and concerns with regards to improving the condition of the Shopping Center.

Councilmember Maffei asked if the Solar Assessment project put the town on par for the Sustainable Gold Certification. Mr. Nerwinski replied yes it is one of the steps they are taking along with other sustainable projects they are implementing such as the Direct Install Program which total cost was \$380,000 and the Township's share was \$110,000 and the benefit of the project being realized within the next three years with a savings of approximately \$52,000 per year and will go towards their Gold Star Standards. So, they are looking at all different ways to minimize the Township's energy footprint and next part of the plan is to reach out to the community and businesses to let

them know there is funding out there to help them do their part in reducing their carbon footprint as well.

Ms. Lewis stated in reference to the Streetscape Resolution on the Agenda this evening, if the Administration looked into making sure they are using green infrastructure and seeing if there were opportunities to create that into a Greenway that would provide for additional grants. Mr. Nerwinski advised that they are scheduled to meet next week or the following week with all the players involved and he will certainly advance that idea.

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**Attorney's Report –**

Mr. Roskos reported that he has comments for Closed Session dealing with Affordable Housing but he would like to share with the Council a recent decision rendered out of Hudson County regarding an OPRA case where a sealed settlement has been deemed to be assessable and notwithstanding the provision in the OPRA law that states sealed documents are not subject to OPRA disclosure. So, as each case gets decided, the OPRA door gets opened wider and wider and in his experience it is not the Township that seeks to seal the matter it is a plaintiff or family member who wants privacy in the matter and the town honors that request. Now, they run the risk of being assessed penalties and attorney fees for not handing over a sealed settlement. So, he is sharing this information with members of Council out of frustration and to bring the matter to attention of the Municipal Clerk.

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**Clerk's Report –**

There was no Clerk's report.

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**Unfinished Business –**

There was no unfinished business.

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**New Business –**

Mayor Bobbitt stated he has two things under new business that are interrelated one regarding resolutions as he feels he stirred up a hornets nest when he inquired about resolutions. So, he would like to ask the Township Attorney to provide some guidance about resolutions and he does not have to do it tonight; but, he thinks it will



help benefit the Council long-term in understanding what is appropriate and what doors they might be opening by allowing certain groups to ask for certain resolutions and they will know what to tell residents and other groups as to why they can or cannot grant their request for a resolution.

Mr. Roskos indicated one of the problems with conceding to the wishes of a particular group in passing a resolution is that it opens up the gates for everybody to have their resolution issued by the Township Council. And, so often, the issue in the Resolution does not relate to municipal government as it could be a national issue or a state issue and the Township Council winds up injecting itself into an area which quite honestly is not their responsibility. The resolution in question today is reasonable and he understands the intent and he does think that group is mistaken for other groups and hate crimes are perpetrated on people who are completely misunderstood and the group just happens to be a religious group; but, as a municipal government they walk a tight rope between separation of church and state as they are not supposed to advocate any one religion over any other religion or advocate religion over being an atheist or agnostic and he knows there are politicians out there who like to beat their chests for every cause to garner votes that will help their political careers; but, Lawrence does not have politicians like that as they have officials who really care about the citizens of Lawrence Township.

Mr. Roskos further stated that he does not think there has ever been a resolution discussed that was being introduced where the Council did not truly care about the underlying issue but sometimes they get themselves out in deep water where they do not want to be on issues and causes that do not relate to municipal covenant. And, as lawyers, he and the Municipal Manager have discussed this particular resolution and there is an issue of favoring one religion over another which they find very troubling and problematic in deciphering which group to say yes or no to; because, once they go down that path and it appears that the Council is favoring some over others, it could turn into a public nightmare for those involved and continued to discuss other entities that have adopted such a resolution and him having a problem with the Township adopting another towns' recital of factual knowledge in the resolution without them studying the group or having some true facts on the matter.

Additional dialogue took place amongst the Council and Mr. Roskos relative to the proposed resolution as it relates to them favoring one group or religion over another and the Council being asked to support other issues that may cause them to walk a fine line such as the gun bills in which they were asked by a Freeholder to draft a resolution in support of the Assembly and State upcoming Bills and the need for the Council to have rules and general guidance as to how to proceed when they are asked to advocate for certain causes that gives the people of Lawrence a voice and influences government at all levels and the town revisiting the matter from a procedural standpoint to establish some guidelines for everyone involved so they will know when it is appropriate to take action on a request for a Proclamation or Resolution that may or may not impact the residents of Lawrence.

Mr. Maffei inquired about the contents of the resolution they are speaking about this evening and Mr. Roskos advised that there was a resolution passed by the Assembly recognizing April as American Sikhs Month who have a fair number of individuals residing in the United States and in Lawrence Township; but, since 9/11 have suffered their fair amount of abuses to include being murdered by a hate group that mistook them as another group. Further discussion ensued relative to the matter.

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**Public Participation (3-minute limitation per speaker) –**

There was no public participation.

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**Resolutions**

Resolution Nos.132-18 (18-A.1) through 142-18 (18-H.5) were approved by the following roll call vote:

| COUNCIL       | AYE | NAY | PRESENT | ABSENT | ABSTAIN | MOVE | SECOND |
|---------------|-----|-----|---------|--------|---------|------|--------|
| Mr. Kownacki  | X   |     |         |        |         |      | X      |
| Ms. Lewis     | X   |     |         |        |         |      |        |
| Dr. Maffei    | X   |     |         |        |         |      |        |
| Mr. Powers    |     |     |         | X      |         | X    |        |
| Mayor Bobbitt | X   |     |         |        |         |      |        |

Cited Resolutions are spread in their entirety in the Resolution Books of the Township of Lawrence.

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**Council Initiatives/Liaison Reports –**

There were no liaison reports.

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**Written Communications –**

There was no written communication.

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There being no further business to come before this Council, the meeting adjourned at  
7.42 p.m.

Respectfully submitted by,

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Kathleen S. Norcia, Municipal Clerk

Attest:

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Christopher Bobbitt, Mayor