NORTH HANOVER TOWNSHIP TOWNSHIP COMMITTEE MEETING MINUTES October 21, 2021, 7:00 P.M.

VIA CONFERENCE CALL: Dial In: 1-888-482-9769; Access Code 4493305#

OR

IN PERSON LIMITED TO THE FIRST 13 REGISTERED TO REGISTER EMAIL: CLERK@NORTHHANOVERTWP.COM

CALL TO ORDER Mayor Doyle called the meeting to order at 7:00 p.m.

FLAG SALUTE: Led by Mayor Doyle

ROLL CALL: Mayor Doyle

Deputy Mayor DeBaecke Committeeman Forsyth Committeeman Kocubinski Committeeman O'Donnell

Absent: None

Also Present: Township Clerk Picariello and Substitute Township Attorney Greigel

SUNSHINE STATEMENT: "The provisions of the Open Public Meetings Act have been met. Notice of this meeting has been transmitted by email to the Courier Post, Burlington County Times and The Trenton Times as well as given to those having requested same and posted on the Township bulletin board located in the foyer of the municipal building".

PUBLIC COMMENT AS IT RELATES TO AGENDA ITEMS

Mayor Doyle opened the meeting to the public. There were no public comments this evening.

MOTION TO CLOSE PUBLIC COMMENT

Proposed By: Deputy Mayor DeBaecke Seconded By: Committeeman O'Donnell

REVIEW OF CORRESPONDENCE

1. NJ DEP letter concerning Plastic bag ban – Clerk Picariello noted that on November 4th there is a plastic straw ban and the bag ban is effective May 2022.

ENGINEER'S REPORT

Engineer Hirsh was not present this evening.

DEPARTMENT REPORTS FOR SEPTEMBER 2021

- a. Tax Collector
- b. Construction, Zoning & Mobile Homes
- c. North Hanover Courts (Not Available)
- d. Jacobstown Volunteer Fire Company
- e. Police Department
- f. Buildings and Grounds

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

MINUTES FOR APPROVAL

• October 7, 2021 – Regular Meeting

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

• October 7, 2021 – Executive Session

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

BILLS AND CLAIMS FOR APPROVAL

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke			X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell	X		X			
Mayor Doyle		X	X			

ORDINANCE – ADOPTION

An Ordinance Amending Ordinance 2021-02 entitled "An Ordinance to Establish Salaries for Various Officials of the Township of North Hanover, Burlington County, State of New Jersey, and Regulating the Manner of Payment of Same"

ORDINANCE 2021-09 COUNTY OF BURLINGTON TOWNSHIP OF NORTH HANOVER

AN ORDINANCE AMENDING ORDINANCE 2021-02 ENTITLED "AN ORDINANCE TO ESTABLISH SALARIES FOR VARIOUS OFFICIALS OF THE TOWNSHIP OF NORTH

HANOVER, BURLINGTON COUNTY, STATE OF NEW JERSEY, AND REGULATING THE MANNER OF PAYMENT OF SAME"

BE IT ORDAINED that Ordinance 2021-02 entitled "An Ordinance To Establish Salaries for Various Officials of the Township of North Hanover, Burlington County, State of New Jersey, and Regulating the Manner of Payment of Same" is hereby amended by the addition of two new positions and rates of pay as follows (additions are bolded and underlined; deletions have strikethrough):

SECTION 1: The annual rate (unless otherwise specified) of compensation, salary, wages of the following officers, appointees, and employees of North Hanover Township is hereby fixed in the following schedule:

Title PER HOUR Clerk Typist \$13.00 - \$20.00

SECTION 2: All Ordinances inconsistent with the above are hereby repealed.

SECTION 3: This Ordinance and the salaries herein are subject to all Federal Law, rulings, and guidelines concerning prices and wages.

SECTION 4: This Ordinance shall take effect after its final passage and publication according to law.

MAYOR OPENS THE MEETING TO THE PUBLIC

There were no comments from the public.

MOTION TO CLOSE PUBLIC HEARING

Proposed By: Deputy Mayor DeBaecke Seconded By: Committeeman Kocubinski

MOTION TO ADOPT ORDINANCE 2021-09

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke		X	X			
Committeeman Forsyth			X			
Committeeman Kocubinski	X		X			
Committeeman O'Donnell			X			
Mayor Doyle			X			

CONSENT AGENDA DEFINED:

All Resolutions listed on today's consent agenda are to be considered as one vote by Township Committee and will be enacted by one motion. There will be no discussion of these items. If discussion is desired, that item will be removed from the consent agenda and considered separately.

2021-90 Resolution of the Township Committee of the Township of North Hanover Adopting Employee Handbook for the Township of North Hanover (carried)

RESOLUTION 2021-90
TOWNSHIP OF NORTH HANOVER
BURLINGTON COUNTY

RESOLUTION OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF NORTH HANOVER ADOPTING EMPLOPYEE HANDBOOK FOR THE TOWNSHIP OF NORTH HANOVER

WHEREAS, on May 7, 2009, the Township Committee adopted an Employee Handbook to ensure that employees and prospective employees are treated in a manner consistent with all applicable employment laws and regulations; and

WHEREAS, the Township Committee adopted a revised Employee Handbook on September 29, 2016 and September 6, 2018; and

WHEREAS, upon review and recommendation of the Burlington County Joint Insurance Fund there is a need to further replace the previous handbook with a new Employee Handbook; and

WHEREAS, based upon the Burlington County Joint Insurance Fund's recommendation, the Township Committee agrees that there is a need for the new Township of North Hanover Employee Handbook.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of North Hanover, in the County of Burlington and State of New Jersey, as follows:

- 1. That the Township of North Hanover Employee Handbook, a copy of which is attached as Schedule A, be and is hereby adopted.
- 2. That the Employee Handbook shall apply to all Township officials, appointees, employees, volunteers and independent contractors, to the extent applicable. In the event there is a conflict between these rules and any collective bargaining agreement, personnel services contract or Federal or State law, the terms and conditions of that contract or law shall prevail. In all other cases, the Handbook shall prevail.
- 3. That this Handbook is intended to provide guidelines covering public service by Township employees and is not a contract. The provisions of this manual may be amended and supplemented from time to time without notice and at the sole discretion of the Township Committee.
- 4. That to the maximum extent permitted by law, employment practices for the Township shall operate under the legal doctrine known as "employment at will."
- 5. A copy of the amended Township of North Hanover Employee Handbook shall be provided to all Township officials, appointees, employees, volunteers and independent contractors, as applicable.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

2021-91 Resolution of the Township Committee of the Township of North Hanover Adopting Personnel Policies and Procedures Manual (carried)

RESOLUTION 2021-91 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

RESOLUTION OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF NORTH HANVOER ADOPTING PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, it is the policy of the Township of North Hanover to treat employees and prospective employees in a manner consistent with all applicable employment laws and regulations including, but not limited to Title VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972, the Age Discrimination in Employment Act, the Equal Pay for Equal Work Act, the Fair Labor Standards Act, the New Jersey Law Against Discrimination, the Americans with Disabilities Act, the Family and Medical Leave Act, the Conscientious Employee Protection Act, the Public Employee Occupational Safety and Health Act, (the New Jersey Civil Service Act,) (the New Jersey Attorney General's guidelines with respect to Police Department personnel matters,) the New Jersey Workers Compensation Act, the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Open Public Meeting Act; and

WHEREAS, the Township Committee of the Township of North Hanover previously adopted the North Hanover Township Personnel Policies and Procedures Manual on August 15, 2015, and September 29, 2016, respectively and has determined that based upon the recommendation of the Burlington County Joint Insurance Fund there is a need to adopt new personnel policies and procedures to ensure that employees and prospective employees are treated in a manner consistent with these laws and regulations.

NOW, THEREBY, BE IT RESOLVED by the Township Committee of the Township of North Hanover that the Personnel Policies and Procedures Manual, a copy of which is attached hereto, be and is hereby adopted.

BE IT FURTHER RESOLVED that these personnel policies and procedures shall apply to all Township of North Hanover officials, appointees, employees, volunteers and independent contractors. In the event there is a conflict between these rules and any collective bargaining agreement, personnel services contract or Federal or State law, the terms and conditions of that contract or law shall prevail. In all other cases, these policies and procedures shall prevail.

BE IT FURTHER RESOLVED that the policies and procedures are intended to provide guidelines covering public service by Township of North Hanover employees and is not a contract. The provisions of this manual may be amended and supplemented from time to time without notice and at the sole discretion of the Township Committee of North Hanover Township.

BE IT FURTHER RESOLVED that to the maximum extent permitted by law, employment practices for the Township of North Hanover shall operate under the legal doctrine known as "employment at will."

BE IT FURTHER RESOLVED that all managerial/supervisory personnel are responsible for these employment practices. The Township Clerk and the Township Attorney shall assist all managerial/supervisory personnel in the implementation of the policies and procedures in this manual.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

2021-134 Resolution Amending Resolution 2021-124 Entitled "Resolution to Authorize the hiring of Temporary Clerical Help for Rabies Clinic"

RESOLUTION 2021-134 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

RESOLUTION AMENDING 2021-124 ENTITILED "RESOLUTION TO AUTHORIZE THE HIRING OF TEMPORARY CLERICAL HELP FOR RABIES CLINIC"

WHEREAS, there is a need for temporary office help in the Municipal Clerk's Office to assist with the 2021 Annual Free Rabies Clinic; and

WHEREAS, the Mayor and Township Committee desire to hire up to three (3) persons to work temporarily to track said data entry, to assist the veterinarian and to issue dog licenses during the duration of the clinic.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of North Hanover the following:

- 1) That up to three (3) persons be hired to work temporarily in the Municipal Clerk's Office for a period not to exceed 2 hours on Saturday, November 13, 2021 from 9:00 a.m. to 11:00 a.m.
- 2) That the salary for said persons will be as follows:
 - Mary Picariello, Dog Registrar, \$100 flat.
 - Twan Berben, Clerical Help \$100 flat.
 - Joseph Greene, Clerical Help, \$100 flat.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman Doyle		X	X			
Mayor DeBaecke			X			

2021-135 Resolution Amending Resolution 2021-127 Entitled "Resolution Appointing Part-Time Clerk Typist"

> RESOLUTION 2021-135 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

RESOLUTION AMENDING RESOLUTION 2021-127 ENTITLED "APPOINTMENT OF PART-TIME CLERK TYPIST"

WHEREAS, N.J.S.A. Title 40 and Title 40A provide for the Appointment of Certain Officers, Appointees, and Employees to be appointed in Township Positions to carry out the lawful duties and responsibilities of the Township; and

WHEREAS, the Township Salary Ordinance provides for the rate of Compensation, Salary, or Wages of Certain Officers, Appointees and Employees of said Township.

NOW THEREFORE BE IT RESOLVED, that the following Officers, Appointees, and Employees are hereby appointed for their respective terms, as follows:

Part-Time Custodian Supervisor ~ Lacey Nicole Smith

Effective Date of Employment: 10/12/2021

BE IT FURTHER RESOLVED, that the above-named position will be compensated at a rate of \$13.00 per hour, not to exceed **25** hours per week.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

NON-CONSENT AGENDA

2021-136 Resolution Authorizing Change Order #1 to Vulcan Construction Inc. Related to Hanover Court Drainage Improvement Project

RESOLUTION 2021-136 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

RESOLUTION AUTHORIZING CHANGE ORDER #1 TO VULCAN CONSTRUCTION INC. RELATED TO THE HANOVER COURT DRAINAGE IMPROVEMENTS PROJECT

WHEREAS, by Resolution 2021-105, the North Hanover Township Committee awarded a Contract to Vulcan Construction Inc. for the Hanover Court Drainage Improvements Project in the amount of \$18,200.00; and

WHEREAS, the contract required adjustment to provide an additional stub to drain the area adjacent to the constructed inlet and permit a future underdrain connection to the inlet in the event an additional drainage issue occurs; and

WHEREAS, Change Order #1 will bring the adjusted Contract price to \$20,200.00 which is an increase to the original Contract price by 10.99% and is permitted under the Local

Public Contracts Law, and the Regulations promulgated pursuant thereto, and the Township Committee deems it appropriate to authorize this Change Order, subject to and contingent upon compliance with the conditions set forth below; and

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of North Hanover, County of Burlington, State of New Jersey that Change Order #1, submitted by Vulcan Construction, Inc. and reviewed and authorized by the Township Engineer, is approved in the amount of \$2,000.00 to be added to the contract, resulting in an adjusted contract amount of \$20,200.00; and

BE IT FURTHER RESOLVED that nothing herein contained shall be deemed a waiver by the Township of any claims it currently possesses, or may possess in the future, regarding this Contract, the existing insurance policy, Performance and Payment Bond, and any other rights, privileges or remedies otherwise available to it.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

2021-137 Resolution Extending Contract with Quality Medical Transport in Accordance with N.J.S.A. 40a:11-6

RESOLUTION 2021-137 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

RESOLUTION EXTENDING CONTRACT WITH QUALITY MEDICAL TRANSPORT IN ACCORDANCE WITH N.J.S.A. 40A:11-6

WHEREAS, North Hanover Township was notified by Plumsted Fire District No. 1 that that it would terminate its existing shared services agreement with the Township of North Hanover for the provision of Emergency Medical Transport/Medical Services effective July 18, 2021; and

WHEREAS, North Hanover Township solicited bids for Emergency Medical Services with one response being received and it was necessary for the Township of North Hanover, pursuant to N.J.S.A. 40A;11-13.2 (a) and (b), to reject said bid because it substantially exceeded the cost estimate for said services and substantially exceeded the Township's appropriation for said services; and

WHEREAS, the Township Committee also investigated other options for the provision of EMS services, including entering into a shared services agreement with other surrounding municipalities, however, they were also not successful in those efforts; and

WHEREAS, N.J.S.A. 40A:11-6 allows a contract to be negotiated or awarded by a contracting unit without public advertising for bids, notwithstanding that the contract price will

exceed the bid threshold, when an emergency affecting the public health, safety or welfare requires immediate delivery of goods; and

WHEREAS, by Resolution 2021-14 adopted on July 15, 2021, the Township Committee determined that an emergency condition existed in the Township of North Hanover that affects the public health, welfare and safety of the residents as it would be unable, without the award of the contract, to provide emergency medical services to its residents thereby necessitating the award of an Emergency Contract for Emergency Medical Services to Quality Medical Transport for a ninety-day period; and

WHEREAS, despite efforts to ameliorate the emergency condition, it remains in effect and the emergency contract is set to expire on October 17, 2021, therefore it is necessary for the Township Committee to extend term of the contract to November 17, 2021, so that the Township Committee can continue to pursue alternatives for providing emergency medical services for its residents; and

WHEREAS, the Chief Financial Officer has certified that sufficient funds are available for payment of the extension of the contract as stated herein.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of North Hanover that as a consequence of the emergency continue to exists as it relates to the health, safety and welfare of the Township's residents regarding the necessity of the Township to provide emergency medical services it does hereby approve extension of its Emergency Contract with Quality Medical Transport, having an address at PO BOX 320, Bayville, New Jersey for Emergency Medical Services for period from October 17, 2021 and terminating November 17, 2021, for an amount not to exceed \$18,322.00, with all other terms and conditions of the existing contract, not amended hereby, remaining in full force and effect.

BE IT FURTHER RESOLVED that the Mayor and Municipal Clerk are hereby authorized to execute an amendment agreement that on behalf of the Township for said emergency medical services.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke			X			
Committeeman Forsyth			X			
Committeeman Kocubinski		X	X			
Committeeman O'Donnell	X		X			
Mayor Doyle			X			

2021-138 Resolution Accepting Quote from Dittmer's Nursery LLC for Laurel Drive Storm Drainage Improvements

RESOLUTION 2021-138 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

RESOLUTION ACCEPTING QUOTE FROM DITTMER'S NURSERY LLC FOR LAUREL

DRIVE STORM DRAINAGE IMPROVEMENTS

WHEREAS, the Township of North Hanover desires to improve storm drainage located on Laurel Drive in North Hanover Township; and

WHEREAS, N.J.S.A. 40A:11-6.1, authorizes the solicitation of quotations, if practicable; and

WHEREAS, the Township has reviewed the quotes received and recommends the lowest quote submitted by Amerifence; and

WHEREAS, the Township of North Hanover has sufficient funding in place as evidenced by the Chief Financial Officers certification of the availability of funds.

NOW THEREFORE, BE IT RESOLVED by the Township Committee of the Township of North Hanover, County of Burlington County, State of New Jersey hereby accepts the lowest quote by Dittmer's Nursery LLC, for storm drainage improvements located on Laurel Drive, North Hanover Township in the amount of \$4,875.00.

BE IT FURTHER RESOLVED that the Chief Financial Officer is hereby authorized to issue said purchase order aforesaid on behalf of the Township.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke			X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell	X		X			
Mayor Doyle		X	X			

DISCUSSION

• 2021 Reorganization Meeting – After discussion, there was a general consensus to set January 6, 2022 for the annual meeting.

Mayor Doyle noted the Tree lighting was set for December 3rd at 7pm. He also noted the free Rabies Clinic will be held on November 13 from 9am until 11am. There will be no clinic in January.

TOWNSHIP COMMITTEE "COMMENTS"

Committeeman O'Donnell stated he noticed the volunteers were answering the majority of the evening EMS calls. He wanted to give that recognition and expressed appreciation.

Committeeman Forsyth noted he was appreciative of the volunteers. He noted with the farm equipment on the road everyone should drive safely.

Deputy Mayor DeBaecke also expressed appreciation for the volunteers.

Mayor Doyle noted he was always grateful for the volunteers and their efforts. He noted there was an accident in Chesterfield with a woman walking on the road who was hit and the accident was fatal. He noted be cognizant when driving. He noted dump trunks have been speeding on Route 528. He offered condolences on the loss of Colin Powell whom was a very good man and served the Country well.

PUBLIC PARTICIPATION

Questions, comments or statements from members of the public in attendance.

Mayor Doyle opened the meeting to the public.

Ms. Danielle Auletto – Spartan Village – Ms. Auletto thanked everyone for their support on the drainage issue. She expressed condolence on the loss of Colin Powell and noted he served the Country well. She noted she got to see him at Boston University.

MOTION TO CLOSE PUBLIC COMMENT

Proposed By: Deputy Mayor DeBaecke Seconded By: Committeeman O'Donnell

EXECUTIVE SESSION RESOLUTION

2021-139 Authorizing a Closed Session Meeting to discuss the following matter(s) pursuant to N.J.S.A. 47:1A-1 and N.J.S.A. 10:4-12 Plumsted Contract Matter, Contract Matters, Personnel Matters and Litigation matters

RESOLUTION 2021-139 TOWNSHIP OF NORTH HANOVER COUNTY OF BURLINGTON

AUTHORIZING A CLOSED SESSION MEETING

WHEREAS, the Open Public Meetings Act, P.L. 1975, Chapter 231 and P.L. 2001, C. 404, permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, the Township Committee of North Hanover Township wishes to go into a closed Executive Session and is of the opinion that such circumstances presently exist which should not be discussed in public, and

WHEREAS. the Open Public Meetings Act pursuant to N.J.S.A. 47:1A-1 and N.J.S.A. 10:4-12 permits the Township Committee to discuss certain matter(s) in private, and in this case for the purpose of the Township Committee to discuss contract negotiations, litigation and personnel matters in this regard.

NOW, THEREFORE, BE IT RESOLVED by Township Committee of North Hanover Township that it will go into an Executive Session for the purpose of the Township Committee to discuss Plumsted Contract Matter, Contract Matter, Contract Matters, Litigation and Personnel matters.

BE IT FURTHER RESOLVED that the results of such discussion may be revealed at such time as the matter(s) are resolved and/or a contract(s) is signed and/or the negotiations are formally settled. Interested parties may contact the Township Clerk anytime during normal business hours for periodic updates as to the availability in this regard.

COMMITTEE	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
Deputy Mayor DeBaecke	X		X			
Committeeman Forsyth			X			
Committeeman Kocubinski			X			
Committeeman O'Donnell		X	X			
Mayor Doyle			X			

Mayor Doyle recessed for approximately 15 minutes for closed session at 7:16 pm.

BACK TO PUBLIC SESSION

Mayor Doyle reconvened at 7:24 pm.

MOTION TO ADJOURN

TIME OF ADJOURNMENT: 7:25 pm

Proposed By: Deputy Mayor DeBaecke Seconded By: Committeeman O'Donnell

Respectively submitted,

Mary Picariello, RMC/CMR/CTC
Township Clerk