

REGULAR MEETING
TOWNSHIP COMMITTEE

March 21, 2012

Chairperson Laurella called to order a regular meeting of the Township Committee of the Township of Deerfield, County of Cumberland and State of New Jersey, at the Municipal Building, 736 Landis Avenue, Rosenhayn, at 7:00 p.m.

Chairperson Laurella led the flag salute.

The Clerk took roll call and members present included, Mr. Lauermann, Mr. Spatola, Mr. Stanzione, Mr. Montgomery and Mr. Laurella.

Departmental Reports

The Clerk presented the Departmental Reports of the Construction Office, Zoning/Housing Officer, Tax Collector, and Treasurer.

Mr. Stanzione made a motion, seconded by Mr. Lauermann to accept and file the Departmental Reports. The Committee Approved.

Ordinances

The Clerk presented Ordinance #2012-1 Second Reading And Public Hearing Of An Ordinance To Exceed The Municipal Budget Appropriation Limits And To Establish A CAP Bank (N.J.S.A. 40A:4-45.14)

Mr. Spatola made a motion, seconded by Mr. Montgomery to open the Public Hearing on Ordinance #2012-1. The Committee Approved.

Mr. Spatola made a motion, seconded by Mr. Stanzione to close the Public Hearing on Ordinance #2012-1. The Committee Approved.

Mr. Spatola made a motion, seconded by Mr. Montgomery to adopt Ordinance #2012-1. Roll Call Vote:

Mr. Lauermann	Yes	Mr. Montgomery	Yes
Mr. Spatola	Yes	Chairperson Laurella	Yes
Mr. Stanzione	Yes		

The Clerk presented Ordinance #2012-2 Second Reading and Public Hearing Of An Ordinance Providing For Salaries And Compensation Of The Officers And Employees Of The Township Of Deerfield, Cumberland County, New Jersey.

Mr. Spatola made a motion, seconded by Mr. Stanzione to open the Public Hearing on Ordinance #2012-2. The Committee Approved.

Mr. Spatola made a motion, seconded by Mr. Montgomery to close the Public Hearing on Ordinance #2012-2. The Committee Approved.

Mr. Stanzione made a motion, seconded by Mr. Spatola to adopt Ordinance #2012-2. Roll Call Vote.

Mr. Lauermann	Yes	Mr. Montgomery	Yes
Mr. Spatola	Yes	Chairperson Laurella	Yes
Mr. Stanzione	Yes		

The Clerk presented Ordinance #2012-3 First Reading Of An Ordinance Amending Chapter 120, Subsection 142(A)(1) Entitled Schedule Of Fees Of The Code Of The Township Of Deerfield.

The Clerk stated the Committee had received a recommendation from the Land Use Board to increase the residential use variance fees for escrow from seven hundred fifty dollars (\$750.00) to one thousand dollars (\$1,000.00).

Mr. Spatola made a motion, seconded by Mr. Lauermann to adopt Ordinance #2012-3 on first reading, and to set Wednesday, April 4th, 2012 for 2nd Reading, Public Hearing and Final Adoption. Roll Call Vote:

Mr. Lauermann	Yes	Mr. Montgomery	Yes
Mr. Spatola	Yes	Chairperson Laurella	Yes
Mr. Stanzione	Yes		

Resolutions

The Clerk presented Resolution #12-98 Resolution Authorizing Interlocal Service Agreement Between The Township Of Deerfield And The Township Of Lawrence With Respect To The Provision Of Zoning Services.

This is a shared services agreement for Zoning Officer Services.

Mr. Stanzione made a motion, seconded by Mr. Spatola to adopt Resolution #12-98. Roll Call Vote:

Mr. Lauermann	Yes	Mr. Montgomery	Yes
Mr. Spatola	Yes	Chairperson Laurella	Yes
Mr. Stanzione	Yes		

Old Business

Mr. Laurella asked Mr. Lauermann if he was going to be starting soon with the process of turning off street lights. Mr. Lauermann stated they were going to start working their way down East and West of Morton Avenue from Landis Avenue down to Sherman Avenue.

Mr. Laurella stated he tried getting some numbers off a pole on Kenyon and Sherman Avenue but there were not enough numbers on the pole. Mr. Laurella indicated he was going to give the information to Mr. Lauermann because it was a bad intersection and he thought there should be a street light at the intersection. Mr. Lauermann also indicated that it is a high traffic area and it is very dark. Mr. Lauremann stated that there is a Bell telephone pole there, and he has seen in the past where lights have been put on Bell telephone poles, so it's something he is going to look into. Mr. Lauermann indicated that he is going to look into it with the gentleman from the electric company, and it involves engineering on both sides so that puts a lot of time into the process.

A discussion regarding the poles and lighting was held among Mr. Laurella and Mr. Lauermann.

Mr. Lauermann stated he is still working on the Municipal phone system, trying to figure out what the Municipality has, what we're being charged for, what we shouldn't be charged for. Mr. Lauermann stated that Mr. Montgomery has made some strides with that information, and has found some discrepancies with the billing, the Municipality is being charged for things it is not using, so they will be able to package that up and move forward. Mr. Lauermann indicated they are trying to get a lot of this process out of the way before they bring the vendor back in to install the software for the phone system, and start the training process with all the employees to learn how to use the new phone system.

Mr. Lauermann stated they are working on assessing what is in the Township as far as roads that aren't properly labeled. Mr. Lauermann indicated when there is someone else watching the fire house and they go out on a call, they are not familiar with the Township, if the roads aren't properly labeled it can be an issue if they are trying to go on a call. Mr. Lauermann stated they are evaluating that and working on that. Mr. Lauermann also mentioned a section of Cedar Street road that needs repair, he is in the process of getting a quote from Tony Brago to repair the street with new asphalt.

Mr. Spatola deferred CCIA discussion to the Liaison Mr. Stanzione. Mr. Stanzione stated that they met with Mr. Rainear, and is getting a packet together to get the agreement changed to protect Deerfield Township and its residents. Solicitor Testa stated that his office is trying to coordinate a meeting with Mr. Stanzione and Mr. Rainear, and it looks like the meeting might be pushed into the following week.

Mr. Stanzione stated Recreation is moving forward, getting prepared and finding groups for the Harvest Festival. Mr. Stanzione indicated he thinks they want to do an upgrade of the electrical system at the fire house, they would like to put a couple more electrical boxes in to cover all their appliances used that week. They will contact someone at the fire house and he doesn't believe it will be a problem.

The Clerk presented Discussion To Move Forward With Paid Squad For Rosenhayn Volunteer Fire And Rescue.

Mr. Stanzione stated he asked to have this on the agenda because they need to start interviewing people and have to figure out how that's going to be done. Mr. Stanzione indicated that the fire company does not want to interview people on its own, so should the Committee have their Personnel Liaisons interview with the Fire Company, or would the Fire Company like Mr. Stanzione and Mr. Laurella to interview people since they are Liaisons for the Fire Company.

Mr. Spatola stated since the new hires will be employees of the Township, he would like to be part of the interviewing process. Mr. Laurella stated that Mr. Stanzione being Chairperson of Fire and Rescue, and Mr. Spatola being Chairperson of Personnel, they could interview together.

Mr. Pete Jilinski, 815 Vineland Avenue, Chief of the Rosenhayn Volunteer Fire And Rescue approached the Committee and stated that this has been talked about quite a bit, and reiterated that on average with the squad they are bringing in about seventy five hundred dollars (\$7,500.00) a month. Mr. Jilinski indicated they have been billing and collecting for about eight months now, and have gotten eight payments from the billing company, and have just below sixty thousand dollars (\$60,000.00) in the bank as of now. Mr. Jilinski stated if they look at putting in someone at about fifteen (\$15.00) dollars an hour, it comes out to about forty eight hundred dollars (\$4,800.00) a month in costs, and even with that number the fire company is still banking a couple thousand dollars a

month. Mr. Jilinski stated with the sixty thousand dollars (\$60,000.00) in the bank, they have enough money in the bank to pay the employees for a year. Mr. Jilinski stated there is a lot of money out there that has not been collected yet, primarily from out of town, non residents, and he has been in discussion with the billing company to move forward and collect that money. Mr. Jilinski also stated that they were looking to hire six (6) people part time, as to stay out of the benefits realm, and bounce them back and forth as to how many hours they will work. The schedule will be handled by Mr. Jilinski and Lieutenant Chance.

A discussion regarding what needs to be done to get the interviewing process started was held among the Committee and Mr. Jilinski.

Solicitor Testa asked Mr. Jilinski to get his ideas to his office and he would get started with the process.

Mr. Jilinski reiterated if any one on the Committee had any questions or concerns to please not hesitate to contact him. Mr. Lauermann asked Mr. Jilinski if any of the people interested were residents. Mr. Jilinski stated so far no, but one thing that needs to be understood is that there is a law out there called the Garcia Act, which meant if there was a volunteer who wanted to work for the Company they would entertain that idea, but then they would no longer be able to volunteer for the Fire Company.

New Business

The Clerk stated there was no New Business this evening.

Communications

The Clerk stated there were no Communications this evening.

The Clerk presented Resolution #12-99 for The Payment Of Bills.

Mr. Stanzione made a motion, seconded by Mr. Montgomery, to adopt Resolution #12-99. Roll Call Vote:

Mr. Lauermann	Yes	Mr. Montgomery	Yes
Mr. Spatola	Yes	Chairperson Laurella	Yes
Mr. Stanzione	Yes		

Mr. Spatola made a motion, seconded by Mr. Lauermann to open the meeting to the public. The Committee Approved.

Mr. Matthew Gardocki, 53 Pindale Drive, approached the Committee and stated he sent an email to the Committee regarding the speeding that is going on his road lately. Mr. Gardocki indicated that there has always been some speeding but lately it has gotten very bad. Mr. Gardocki stated there are about six children in the surrounding area of where he lives and he is concerned. Mr. Gardocki stated that he understands the road is on two Counties, three Townships, and he has talked to someone at the County, and they were supposed to do a study and get back to him, but no one has gotten back to him. Mr. Gardocki asked the Committee if they could help in reaching out to the County, because as a resident, his calls aren't as strong as someone from the Committee calling.

Mr. Lauermann stated he could try and get a speed trailer out there and have State Police presence there. Mr. Lauermann indicated he would go by his home and get an idea, because of the three Townships, it might have to be covered by the Salem County

trailer, and our public works department can reach out to the Salem County public works and collectively they can work together.

Mr. Laurella asked the Clerk to please reach out to the State Police barracks and explain to them the situation with the resident and the traffic problem. Mr. Gardocki stated it was more in the evening and more of the traffic coming from Morton Avenue.

A discussion regarding Pindale Drive, the speeding and the traffic was held among Mr. Gardocki and the Committee.

Mr. Stanzione made a motion, seconded by Mr. Montgomery to close the Meeting to the Public. The Committee Approved.

Mr. Laurella presented Discussion Regarding the employment of Edward Myers.

Solicitor Testa stated that Mr. Edward Myers was provided with a Rice notice, and has requested this discussion regarding his employment be done in public, and any discussion done by the Committee will be done now on the record. Solicitor Testa asked any one on the Committee if they had anything to say or afford Mr. Myers the opportunity to address anything he may want to address, regarding his employment status.

Mr. Spatola stated as Chairperson of Personnel this issue has been followed since the conception of the employment. Mr. Spatola indicated that everyone was very enthusiastic with the employment opportunity in the beginning, there were some obstacles and communication problems. Mr. Spatola stated that Mr. Myers was supplied with a memo outlining specific things, that were infractions to the Township policies, and it was agreed among the Committee that Mr. Myers be supplied with these infractions in writing so he was aware of the issues, and have the right to refute them before any decisions were made one way or the other.

Mr. Spatola stated that the first issue, understanding the two man Public Works Department, was explained to Mr. Myers from the beginning. Mr. Spatola indicated that it has been brought to the attention of the Committee that only one public works employee is seen out in the Township, and they want to know what is getting done, and also stated that even though things weren't expected to be ran the same way they have been for the past twenty nine years, it is expected that the department is a two man operation. Mr. Spatola indicated that issue was brought to Mr. Myers attention a couple of times the past couple of months. Mr. Spatola stated that he explained it as time management needed to be concentrated on, and maybe the time management wasn't what everyone thought it should be, they didn't understand why something wasn't being done, and what Mr. Myers was doing instead. Mr. Spatola again reiterated that from the beginning it was explained that it was a two man, hands on job, and it may seem easy but it is a difficult position, because there are administrative duties as well as hands on duties, and to operate that smoothly, and balance it out is an achievement.

Mr. Myers stated that he kept a daily log on his desk calendar of his daily activities, and according to his calendar eighty percent (80%) of his time is out and about, and twenty percent (20%) is around the shop. Mr. Myers indicated that in the past three weeks that number has increased, he is trying to make it where he is out and about and seen, but there are times when he has to be at a meeting or a class or in the shop fixing things. Mr. Myers stated that he may not be next to Mr. Biauce at all times, but he is not sitting in his office in a chair doing nothing. Mr. Myers indicated that he feels there is a misconception that he is not doing anything because he is not right next to Mr. Biauce raking leaves, and if that is the case he can try and change that to make it less of an issue.

Mr. Myers asked the Committee if he was addressing the issue correctly with his time management.

Mr. Stanzione asked Mr. Myers to address what he meant by he is in the shop. Mr. Stanzione stated his problem is that when Mr. Myers was hired, he was hired as Public Works Manager and as a two man team, but he has not seen a two man team working. Mr. Stanzione indicated he sees one man doing the work, and one man not doing the work and that is not a two man team. Mr. Stanzione indicated that unless it is transporting something from one place to another, he does not want to see just one guy, cutting tree limbs, run the tractor, raking leaves by himself, because there is a liability of someone being hurt, and if he is hurt there is no one there to know it. Mr. Stanzione stated that his understanding to Mr. Myers hiring was that he would be out in the field, and he has not seen him out. Mr. Stanzione stated that was his concern with the two man public works department.

Mr. Myers stated that there were issues with leaves, and he was there all day raking the leaves, also today they were there together raking leaves, but while he was loading and hauling, Mr. Myers came back to the garage and worked on the lawn mower, getting the blades repaired and belts replaced. Mr. Myers indicated if they rather see him sit in the truck waiting for Mr. Biauice he will do that, but he felt it was better time management to go back to the office and do things that needed to be done, but if that is something that the Committee does not want to see, he is inclined to do whatever he needs to do, but he is trying to manage his time effectively by getting the machines ready.

Mr. Myers asked Mr. Stanzione if he preferred for him to be out all day helping Mr. Biauice. Mr. Stanzione stated he preferred the job get done faster with two people there and not one, and Mr. Myers agreed and reiterated they were there all morning. Mr. Stanzione indicated that he did notice today that the leaves in the park were done, but he also did notice around three thirty Mr. Biauice was mulching them up alone with the tractor, and wanted to know why they weren't just picked up. Mr. Myers indicated that they got the bulk of the leaves picked up, but the remaining they just worked in. Mr. Myers stated there were seven to nine truck loads of leaves hauled out.

Mr. Spatola addressed the second issue which is computer use, and stated that at the present time the Committee is trying to get a computer system and printer so the public works office can be brought up to date, so things can be handled properly, but that is taking some time. Mr. Spatola stated he feels Mr. Myers was trying to benefit the Township by bringing in his personal equipment, and he did a lot in the last two months with that, but again it was the Committee's recommendation that Mr. Myers not use his personal equipment, and felt it would be better if all the public works information went through the Township's system, so if there were any questions of what is going on there is verification on the Township's system. Mr. Spatola indicated he brought the information to Mr. Myers at a meeting and was under the assumption that it was understood. Mr. Spatola stated he knows that Mr. Myers wanted to help and he saw what was being done on it, but again it was the Committee's opinion as his employer to say they did not want the personal computer being used, and again he was notified that the computer was still being used, so Mr. Spatola spoke to Mr. Myers about the computer again.

Mr. Myers stated yes Mr. Spatola is correct, they did have a discussion about the computer, and he was told to use the construction computer and he had been using the construction computer, and he had been using the construction computer, and had done no work on his personal computer since the discussion was had. Mr. Myers indicated that his computer was still in the office but he was not using it for work purposes. Mr. Myers stated he was on his lunch break reading the paper when Mr. Laurella came into the

office and saw the computer and expressed he would rather not see the computer at all in the office, but the computer was not used for business after the first initial discussion.

Mr. Myers stated that he wants to respect the Committee's wishes and took the computer home, but it was not his intention to upset anyone by having it in the office and using it for lunch time purposes.

Mr. Spatola brought forth the third issue, which is management of personnel and time management. Mr. Spatola asked the Committee if they agreed that Mr. Myers already touched on that with the first issue. It was agreed that the issue was touched on with the first issue of the two man public works department.

Mr. Spatola then brought up the issue regarding the memorandum of January 29th, 2012. Mr. Spatola stated this was the first formal communication from the Public Works Department to the Committee. Mr. Spatola indicated that it was a informative memo, it covered a lot of things that maybe the Committee wasn't aware of, and need to be aware of. Mr. Spatola stated that the only thing the letter lacked was a filter. Mr. Spatola indicated that Deerfield Township is a small community and tight knit, proud community, and the Committee was set back with some of the statements that were made. Mr. Spatola stated that in the beginning of the memo were derogatory statements like the Township didn't know what it was doing, and it isn't that it is terrible, it's just that there are a set of eyes from the outside looking in, and there has been eyes from the outside looking in before with the fire and rescue, but they showed and steered the Township in a gradual but respectful manner. Mr. Spatola reiterated that the information that was given was good information it was just lacking a filter.

Mr. Myers stated that he admits he is not filtered, he has to work on his tact, he is very direct so he may come across as brash, but is working very hard on his directness to alleviate those problems. Mr. Myers indicated the memo came from the point of view that his number one priority in the position is the safety of the public, and the employees. Mr. Myers stated that when the memo was written his goal was to set a base line for things that needed to be worked on, for the safety of the public. Mr. Myers apologized again for the way the memo came across, he did not intend to upset anyone.

Mr. Spatola stated that the memo was like a blue print for progress, but what Mr. Myers has to understand is the Deerfield Township has been the proud, tight knit community for hundreds of years, so it's not going to change over night, and coming from a larger district to a smaller district is difficult.

Mr. Myers stated that he had no indication of doing that again, and he has established communication with Mr. Lauermann via text and phone calls, and anything in the future will go directly to Mr. Lauermann, and he can bring it forward to the rest of the Committee and they can handle it as they see fit.

Mr. Stanzione stated to Mr. Myers that Mr. Lauermann isn't the one running the show, Ms. Seifrit, is the Administrator and if she can't handle the problem then she can speak to Mr. Lauermann and he can handle the show, or the Committee.

Mr. Laurella stated that everything should go through the Administrator first, and then the Township Committee. Mr. Laurella indicated that the Administrator was hired by the Committee and answers to the Committee and there is a chain of command, and everyone, including the Committee must realize such. Mr. Spatola stated that Ms. Seifrit is the leader and the boss of the employees and everyone answers to her, because the Committee members are not always available, as she is.

Mr. Lauermann stated that at no time did he say he was the person Mr. Myers needed to answer to. Mr. Lauermann indicated that being Chairperson of some of the things Mr. Myers has to take care of, he touches base with Mr. Myers so he can keep his notes current, of whatever goes on, and in a case a resident calls him with a question, he likes to know what is going on, because he does not like to tell a resident he does not know the answer. Mr. Lauermann stated he keeps in contact with Mr. Myers and if he can not get a hold of him, he gets a hold of Ms. Seifrit and sometimes Ms. Seifrit gets a hold of him before he gets a hold of either of them. Mr. Lauermann wanted the Committee to understand he is not trying to supersede Ms. Seifrit's authority and does not speak to Mr. Myers every day but on a weekly basis.

Mr. Myers stated that most of the time it is just to update Mr. Lauermann on what happened that day. Mr. Lauermann stated when he speaks to Mr. Myers it's not for Mr. Myers to ask him if he could do something, it's just to find out what is happening for that day.

Mr. Spatola stated that there has been changes made and that is what the Committee counted on happening and it is not that they are trying to micro manage the Public Works Department, it's just that the area is so small, people call and they have to look into it. Mr. Spatola indicated if it were a bigger district things would be different, but since this is a small district all the residents have to represent the department is the blue truck with the seal on the side, and they are noticing where it is going and what is going on. Mr. Spatola indicated they are just trying to communicate and it would be easier and more direct if it were all to go through the Administrator, and again it was going to take a transition on where Mr. Myers was before and where he is now, as they differ, this municipality is smaller.

Mr. Laurella stated that the comment Mr. Myers made regarding the savings and plowing the school parking lot, was a misuse of Township resources and should be terminated immediately. Mr. Laurella stated he took that comment very hard, because this is our Township, it is the Township of our children and grandchildren. Mr. Laurella stated the Township has an agreement with the school, the Township roads will be done first and when they are done, the men will go and scrap the school, if the snow is exceptionally high then a contractor will be called in. Mr. Laurella stated it affects the tax payers of this Township one way or the other and the Committee does not mind using their budget to help the school. Mr. Laurella indicated it is a one hand washes the other, this is Deerfield Township and people can be mad at you one day, and helping you the next day.

Mr. Spatola stated Mr. Laurella was very adamant about this because he was on the School Board for many years and this is just something that the Township has always done, if there is a economic reason down the road that the Township could not continue to help, they would speak to the school board and come up with ways to make it financially more feasible. Mr. Spatola indicated that coming from Pittsgrove Township, it is a bigger district and things are done differently then in Deerfield Township, which is smaller. Mr. Spatola stated that it is not something that is not thought about, if the school needs something done, the Township just does it.

Mr. Myers stated that years ago Pittsgrove Township did do the school, but there was a liability with that so they stopped. Mr. Myers stated that he doesn't have a problem doing it, but there could be liability concerns. Mr. Spatola stated that the Committee has always been aware of the liability concerns and if the solicitor or any other advisors lead the Committee to believe they need to relook the situation, then the Committee will.

Mr. Spatola brought forth the fifth issue, which is the understanding of the no tolerance policy, attitude and demeanor toward other employees. Mr. Spatola indicated it was something the Committee wanted to reiterate, there aren't specific events at the present time, it was just something that the Committee felt important to point out. Mr. Stanzione stated that regarding the no tolerance, attitude and demeanor, there were some comments made. Mr. Stanzione asked Solicitor Testa what attitude and comments bring the work place to. Solicitor Testa stated it brought forth a hostile work environment, if severe enough.

Mr. Myers asked if there was an issue with a comment that was made. Mr. Stanzione stated that one of the comments made was to one of Mr. Myers employees, in which Mr. Myers stated "to go do whatever he wanted to do". Mr. Stanzione asked Mr. Myers if he made such a comment, Mr. Myers stated he did not make such comment. Mr. Myers stated he and Mr. Biauce have worked together side by side since day one, and were on the same page as far as direction. Mr. Stanzione asked Mr. Myers if he made a comment to the Administrator, "if that's the way they want it, then". Mr. Myers stated the comment to the Administrator was "playing this game" having to do with the fact, that was the day he was told his schooling was cancelled and he was very upset. Mr. Myers indicated there was a written agreement regarding his schooling and he was very upset because he felt that was a breach of contract. Mr. Stanzione stated it wasn't a breach of contract because Mr. Myers is still on a six month probation period.

Mr. Laurella stated Mr. Myers was told the schooling would start in September because there was too much going on at this time. Mr. Laurella indicated they did not tell Mr. Myers they would start him with schooling right away. Mr. Myers stated the letter said the first available class. Mr. Laurella stated the Committee has a right to change their mind if something is not going right. Mr. Laurella indicated after Mr. Spatola and himself spoke to Mr. Myers, Mr. Myers went into the Administrator and stated "they better not pull that stunt again". Mr. Laurella stated the Committee has a right to do things as they see necessary, and Mr. Myers was told he would go to a class at a later date.

Mr. Stanzione stated that he has noticed in the last week or so Mr. Myers has been out doing everything he can do, and asked Mr. Myers what brought that about. Mr. Myers stated it has been longer than a week, and is glad that people are noticing that things are coming around. Mr. Myers indicated that he does care about Deerfield Township, and the people who live in the Township and the children, it is his job to care about the people in the Town, and he does. Mr. Myers stated he cares about the Committee's opinions, thoughts and goals because the Committee is the one who drives the Township. Mr. Myers indicated there was a transition period coming from Pittsgrove Township to Deerfield Township, things are done differently and he has to learn the personalities of the Committee and the individual directions. Mr. Myers stated that in a new job there is a period of transition, learning what needs to be done, and how they want to see things done. Mr. Myers stated that he feels within the past couple of weeks, he is starting to understand what the Committee is looking for, which can help him on a day to day basis.

Mr. Spatola brought forth the sixth point which was disregard to the Township Committee. Mr. Spatola stated he feels the biggest part of this was the disregard to the computer issue. Mr. Spatola indicated that they asked him to not use the computer but they kept seeing it, and the Committee did not know he was using it to read the paper. Mr. Spatola stated that maybe Mr. Myers assumed they did not want him to use the computer, it's ok Deerfield Township will not be keyed in, and the computer was used for personal use on personal time, but to stop by and just see it, the Committee wouldn't

know that. Mr. Spatola indicated that in the past several months Mr. Myers probably felt like he had six different bosses telling him what to do, and that probably lead to misdirection. Mr. Spatola stated he is not saying Mr. Myers didn't address some of that.

Mr. Myers stated that he believes a large portion of the problem was the computer being in the office, and with the computer being gone solved a lot of issues in itself.

Mr. Spatola stated those were the six points the Committee put forth as a joint effort, and if Mr. Myers feels he has adequately discussed all these issues and is ok with everything, at this time he has no more discussion. Mr. Spatola stated he appreciated Mr. Myers taking the time to sit with the Committee and discussing the issues, and make everything clear.

Mr. Myers stated he is fine with the situation and wants to make sure everyone on the Committee is fine with the situation, and if there are any other issues they should be addressed now since everyone was together.

Mr. Spatola asked the Solicitor if there were any decisions that could be made in this form. Solicitor Testa stated that decisions could be made, with the Rice notice provided, that the matter was going to be discussed in public, and the Committee can choose to take whatever action they deem appropriate because the Rice notice provided this was going to be on the agenda, and that the employment performance, status, discipline or termination were included in the notice. Solicitor Testa indicated if the Committee is satisfied with what's been discussed that's fine, or if the Committee wants further action taken, it is up to the Committee.

Mr. Laurella asked the Administrator if she could shed some light on the employment during the past three months. The Administrator stated that initially there was some lack of communication and availability, but in the last couple of weeks there has been a turn around, more contact, more communication and updates, which is what she and the Committee was looking for from the beginning. The Administrator indicated the issues presented this evening were because of the lack of visibility, communication, and from the Administrator's perspective she is glad to see the turn around, it's been important.

Mr. Spatola stated he agrees with the Administrator that she did make the issues known to the Committee, and this is probably the outcome the Committee was hoping for, because it was a unanimous decision to approve Mr. Myers employment. Mr. Spatola indicated he feels that because everyone took the time to be face to face and get everything on the table, that if something were to happen from this point forward during this probationary period, there probably wouldn't be a lot of discussion. Mr. Spatola stated Mr. Myers has a better picture of how Deerfield Township runs, what the protocol is the chain of command, which makes everyone's positions better, and the Committee gets the information from the Administrator, if she's happy then the Committee is happy, and it is her job to report to the Committee what is going on. Mr. Spatola stated there is three months toward this probationary period, and if someone steps over the line there won't be anything else to discuss because every one has had this talk.

Mr. Stanzione stated that he is afraid of the hostile work environments, and the computer use, he also stated that he may be a bit old fashioned but he is afraid of the attitude and demeanor.

Mr. Stanzione made a motion, seconded by Mr. Montgomery to terminate Mr. Myers and give Mr. Myers two weeks severance pay. Roll Call Vote:

Mr. Lauermann	No	Mr. Montgomery	Yes
Mr. Spatola	No	Chairperson Laurella	Yes
Mr. Stanzione	Yes		

Mr. Laurella stated with the motion put in place Mr. Myers is no longer an employee of the Township and can return the keys, if he has them now, if not he can come to the building at eight am and see the Administrator turn in the keys and collect any of his personal belongings. Mr. Laurella stated that the class Mr. Myers was to attend on Saturday was paid for so he can still attend the class.

Mr. Myers stated he respects their decision and unfortunately it couldn't work out, Mr. Myers apologized and stated he was sorry to have disappointed the Committee, and he did try to make an effort.

Mr. Spatola made a motion, seconded by Mr. Stanzione to adjourn the meeting. The Committee Approved.

Cosmo Laurella, Chairperson
Township of Deerfield

ATTEST:

Karen Seifrit, Clerk
Township of Deerfield

