

**BOROUGH OF PITMAN
COUNCIL MEETING MINUTES
April 13, 2015
8:00 P.M.**

Call to Order

Time: 8:04 p.m.

Salute to the Flag/Invocation

Councilman Blass

Open Public Meetings Act Statement - Pursuant to the Open Public Meetings Act, I hereby announce that adequate notice of this meeting has been provided by adopting a schedule of regular meetings for 2015, which was posted on the Borough Hall bulletin board, sent to the "South Jersey Times" and filed with the Municipal Clerk on January 4, 2015.

Roll Call

Councilman Austin: Absent
Councilwoman Higbee: Present
Councilman Pierpont: Present
Mayor Johnson: Present
Clerk O'Donnell: Present

Councilman Blass: Present
Council President Kelley: Present
Councilman Razzo: Present
Borough Solicitor Duffield: Present

Proclamation Presentations

Child Abuse Prevention and Awareness Month
Pitman Cub Scout Troop 218 Arrow of Light Award Recipients

Resolution No. 67, 2015 – Resolution of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Reaffirming the Commitment and Objective of the Borough of Pitman Green Team

Motion: Kelley

Second: Higbee

Roll Call:

Councilman Austin: Absent
Councilwoman Higbee: Yes
Councilman Pierpont: Yes
Mayor Johnson _____

Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razzo: Yes

Loyalty Oath

Borough of Pitman Green Team

Approval of Minutes

Formal Meeting Minutes and Closed Formal Meeting Minutes of March 9, 2015

Motion: Blass

Second: Kelley

Roll Call:

Councilman Austin: Absent
Councilwoman Higbee: Yes
Councilman Pierpont: Yes
Mayor Johnson _____

Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razzo: Abstain

Work Session Minutes and Council Meeting Minutes of March 23, 2015

Motion: Kelley

Second: Blass

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Abstain

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Raze: Yes

Mayor Johnson _____

Committee Reports

Councilman Blass – Councilman Blass stated that this past week he attended the Historic Commission meeting where four applications were approved, and he also attended a meeting of the Memorabilia Committee. The Memorabilia Museum will be open on the second Saturday of each month beginning in April, and also on the fourth Friday of each month during the Chamber's Fourth Friday event.

Councilman Raze

The Economic Development Commission will meet this Thursday, April 16, at 7:00 p.m. in Borough Hall.

T-ball is in full swing with opening day being this Saturday morning at Alcyon Park. The new batting cages at Alcyon Park are ready for use by the baseball and softball teams.

The Pitman High School basketball team is working with the Recreation Department to have an open night every Wednesday for eighth grade boys who are interested in participating. The Recreation Department will also be starting a new summer basketball program at the courts at Shertel Park. The middle school tennis program will run through the end of this month at Shertel Park. The flag football program for seventh and eighth grade students will begin on April 14 at 3:15 p.m. at Davis Field.

Youth Week will take place during the first week in May, running from May 2 through May 9. A Fishing Tournament sponsored by the Pitman Police Department and the Recreation Department starts off the week on May 2, and on May 3 the Youth Week Council Meeting will take place. Other events throughout the week have been planned. For information on this event or any of the many programs offered by the Recreation Department, you may call Recreation Director Andy Fox at 589-4665, or through the Borough's website at boroughofpitman.org.

Applications to participate in the Fourth of July parade are available online at www.pitmanparade.com or at Borough Hall beginning on Wednesday, April 15, 2015. All applications must be submitted no later than June 19, 2015. This allows enough time for groups and their participants to be notified of their line up positions and other parade related information. Nominations for Grand Marshal may be submitted, in writing, at Borough Hall or through the parade website. All nominations are due no later than May 29, 2015. Any questions, or offers to volunteer to help should be sent to pitmanparade@gmail.com. An email will be sent in the coming weeks to those who volunteer or who have volunteered in the past with a date to get together for a planning meeting.

The Miss Pitman Pageant will be held on July 3 at the Broadway Theatre. Interested girls who are aged 16 as of January 1, 2015, and no older than 25 years, may stop by the Pitman High School Guidance Office beginning in April to pick up an information packet. Pitman High School students, and interested girls who are not PHS students, may also email

pitmanpageant@yahoo.com to add their name to the list of potential participants. Girls must have a sponsor to enter the pageant. Sponsors can be provided through the committee or the girls may contact one of our sponsoring organizations in advance.

In honor of National Volunteers Week, Councilman Razzo thanked all the volunteers that keep the Borough moving. He stated that there is no way our community programs and organizations could survive without the help of the many volunteers in our community, many who take on multiple roles, from coordinating the parade, to keeping us safe through our fire department or town watch, to coaching a team, to serving on one of our many boards, commissions or committees, or even volunteering their time to be on this Council. The taxpayers of this borough could never afford the cost of all the time spent by our residents serving others.

Councilman Pierpont

Councilman Pierpont read the following report:

Ms. Donna Domico, our licensed Water Operator submitted our required water quality report to the NJDEP. Mandatory water samples were taken and sent to the lab for analysis. This is a quarterly requirement.

Our Water Division repaired a water main leak on East Holly Avenue, and I want to thank the Police Department for their assistance with traffic control.

The Borough Engineer conducted an inspection of the Alcyon Lake Dam on Friday, April 3rd, and we are waiting for a report of the results.

Public Works Manager Steve Alexander met with our engineer and the contractor who will be performing the restoration of Highland Terrace to go over the scope of the project and anticipated problem areas. The preliminary work is underway by our Water and Sewer Division and this project should be in full swing by the end of the month.

A sinkhole opened up again on North Brentwood Avenue and was repaired by the Water Division employees. This is a recurring problem with the storm drain system in that area, and it is included in a multiple project discussion for bond proposals.

The street sweeper was out on Friday, April 10, and will be out again, and more often, as the weather improves.

As you begin yard clean up, remember that only leaves may be placed along the curb. Please do not place sticks and brush in with the leaves. If your yard requires more clean up than usual, please remember that Public Works can place a dump truck at your home on a Friday for you to fill with yard debris. It will be hauled away on Monday.

The trash and recycling numbers for the period of March 23 through April 10 are as follows:

Nineteen loads of trash were collected for a total of 199 tons

Sixteen loads of recycling were collected for a total of 70 tons

Seven loads of bulk trash and twelve loads of brush were collected

The Friends of the Grove have scheduled their next clean up day for May 2nd.

On Monday, April 20th, the Pitman Town Watch committee has scheduled an event at the VFW Hall. This event will be facilitated by Captain McAteer of the Pitman Police Department with information on what to look for and how to report suspicious activity. This presentation is geared

for those of us that walk our dogs around town, which can be a second set of eyes and ears, for the residents of our community and Police Department. Everyone is invited to attend, and the event starts at 7:00 p.m.

The next meeting of the Greater Pitman Chamber of Commerce is scheduled for April 21, and as always the Chamber would like to remind everyone to support local businesses and Eat, Stroll, Shop, Stay, and Dine local.

Councilwoman Higbee

Councilwoman Higbee thanked Borough Administrator O'Donnell for organizing the Docu Vault shredding event, and thanked Councilman Blass for attending the Historic Commission meeting in her absence.

Taxes collected for the month of March totaled \$235,054.05. The Borough's Tax Sale will take place on June 8, at 10:00 a.m.

Councilwoman Higbee will be closing out the 2014 Clean Communities accounts. The final three clean ups have been scheduled; Lost Lake Run on April 18, Shertel Park on April 20, and Montgomery Avenue along the railroad tracks on April 25.

The 2015 Municipal Budget will be introduced on April 27, 2015.

Council President Kelley

The Combined Planning and Zoning Board will meet on April 20 at 7:00 p.m., and the Green Team's next meeting will be on April 23 at 7:00 p.m.

Council President Kelley concluded by reminding residents to call the Construction Office for information and permits pertaining to home improvements before starting any new projects.

New Business

Ordinance No. 4, 2015 – Ordinance of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Amending Chapter XXXV Entitled “Zoning” and to Create a New Chapter 35-33A Entitled “Wind and Solar Energy Systems” of the Code of the Borough of Pitman

First Reading

Motion: Kelley

Second: Higbee

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Ordinance No. 5, 2015 – Ordinance of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey, Amending Ordinance No. 1, 2014 and Chapter VII Entitled “Vehicles and Traffic” of the Code of the Borough of Pitman

First Reading

Motion: Razze

Second: Blass

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Resolution No. 66, 2015 – Resolution of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Designating May 16, 2015 as Earth Day and Arbor Day in the Borough of Pitman

Motion: Kelley

Second: Higbee

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Resolution No. 68, 2015 – Resolution of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Authorizing Refund of Real Estate Taxes and Other Miscellaneous Refunds

Motion: Higbee

Second: Kelley

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Resolution No. 69, 2015 – Resolution of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Authorizing Transfer of Real Estate Tax Overpayments

Motion: Higbee

Second: Kelley

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Resolution No. 70, 2015 – Resolution of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Authorizing a Closed Meeting

The general nature of the subjects to be discussed shall be:

Personnel Matters Deliberation: Employee Job Performance

Contract Negotiations: Borough of Pitman and PBA Local 122

Action may be taken upon returning to an open meeting.

Motion: Blass

Second: Razze

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Resolution No. 72, 2015 – Resolution of the Mayor and Council of the Borough of Pitman, County of Gloucester, State of New Jersey Appointing Danielle Cooke as a member of the Borough of Pitman Economic Development Committee

Motion: Razze

Second: Blass

Roll Call:

Councilman Austin: Absent
Councilwoman Higbee: Yes
Councilman Pierpont: Yes
Mayor Johnson _____

Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razze: Yes

Payment of Bills

Motion: Higbee

Second: Kelley

Roll Call:

Councilman Austin: Absent
Councilwoman Higbee Yes, Abstain to #69423
Councilman Pierpont: Yes
Mayor Johnson _____

Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razze: Yes

Event Permit Applications

Applicant: Greater Pitman Chamber of Commerce

*Event: Park Decorations (See attached)

Date: June 6, 2015 through Sept. 12, 2015

Time: Dusk – 11:00 p.m.

Location: Ballard Park

Contact Person: Yvonne Giovannitti

Motion: Razze

Second: Blass

Discussion followed among members of Council with Councilman Pierpont explaining that the area around the clock would be set up with café style tables, chairs and umbrellas, and lights would be professionally installed in the trees in that area. Concern was expressed by some members of Council in regard to the electric cords for the lights and the grass mowing at the park, and also about where the tables and chairs would be stored at night.

Motion was made by Councilman Razze to postpone acting on the Event Permit Application until the April 27 regular meeting of Mayor and Council. Councilman Pierpont will contact the Chamber of Commerce to arrange for them to have a spokesperson come to that meeting and address the concerns of members of Council.

Second: Pierpont

Roll Call:

Councilman Austin: Absent
Councilwoman Higbee: Yes
Councilman Pierpont: Yes
Mayor Johnson _____

Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razze: Yes

Applicant: Greater Pitman Chamber of Commerce

*Event: Fourth Friday

Date: Monthly, Fourth Friday May – November

Time: 5:00 p.m. – 10:00 p.m.

Location: Ballard Park, Broadway businesses district

Contact Person: Lisa Morgey

Motion: Razze

Second: Blass

Roll Call:

Councilman Austin: Absent
Councilwoman Higbee: Yes
Councilman Pierpont: Yes

Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razze: Yes

Mayor Johnson _____

*This application was approved contingent upon the Chamber of Commerce providing the Borough of Pitman with a renewed Certificate of Liability Insurance naming the Borough of Pitman as Additional Insured, effective June 2015.

Applicant: Pitman Police Department

Event: Fishing Tournament

Date: May 2, 2015

Time: 9:00 a.m. – Noon

Location: Alcyon Lake

Contact Person: Patrolman Christopher Leach

Motion: Razze

Second: Blass

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Applicant: Pitman Environmental Commission

Event: 2015 Earth Day Celebration

Date: May 16, 2015

Time: 10:00 a.m. – 2:00 p.m.

Location: Ballard Park

Contact Person: Robert Holwitt

Motion: Razze

Second: Blass

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Applicant: Kids Caring Foundation

*Event & Signage: SPARC 5K Race

Date: May 30, 2015

Time: 8:00 a.m.

Location of Run: Pitman streets (See Map)

Location of Signs: Holly & Delsea, Pitman & Delsea, Ballard Park, and Alcyon Park Entrance

Contact Person: Lisa McConnell

Motion: Razze

Second: Blass

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

*This application was approved contingent upon providing the Borough of Pitman with a Certificate of Liability Insurance naming the Borough of Pitman as Additional Insured.

Applicant: Alfred Lee

*Event: Wedding Reception

Date: June 20, 2015

Time: Noon - 6:00 p.m.

Location: Muriel Avenue
Contact Person: Alfred Lee
Motion: Razze
Roll Call:
Councilman Austin: Absent
Councilwoman Higbee: Yes
Councilman Pierpont: Yes
Mayor Johnson _____

Second: Pierpont
Councilman Blass: Yes
Council President Kelley: Yes
Councilman Razze: Yes

*This application was approved contingent upon providing the Borough of Pitman with a Certificate of Liability Insurance naming the Borough as Additional Insured.

Applicant: Brookside Recreation & Swim Club

Event: 6th Annual Brian Ballard Triathlon
Date: June 21, 2015
Time: 9:00 a.m.
Location: See Map
Contact Person: Lisa Campbell
Motion: Razze
Roll Call:
Councilman Austin: Absent
Councilwoman Higbee Yes
Councilman Pierpont Yes
Mayor Johnson _____

Second: Blass
Councilman Blass Yes
Council President Kelley Yes
Councilman Razze Yes

Applicant: VETSports

*Event: Parade
Date: June 6, 2015
Time: 10:00 a.m. – 11:00 a.m.
Location: Broadway; from Pitman VFW to Church of the Nazarene (227 N. Broadway)
Contact Person: Roxanne Somers
Motion: Razze
Roll Call:
Councilman Austin: Absent
Councilwoman Higbee Yes
Councilman Pierpont Yes
Mayor Johnson _____

Second: Blass
Councilman Blass Yes
Council President Kelley Yes
Councilman Razze Yes

*Approved subject to review and recommendations made by Captain McAteer.

Public Portion

Motion to open to the public: Razze
Time: 8:52 p.m.

Second: Higbee

Mrs. Diane Shirley, 28 Evergreen Avenue (statement) – The Rabies Clinic was scheduled for March 28th and at the last moment it was cancelled and the only way I found out about it was on Facebook, which was fine, so I did get my dog a rabies shot at the vet and then came to get my dog tags and was charged a late fee. I think that this was unfair due to the fact that I waited to use the clinic and that it was cancelled last minute. I think that the grace period should be extended for the dog license for the people who waited for the clinic.

Judy Lohmann, 330 Pitman Avenue – Mrs. Lohmann agreed with Mrs. Shirley’s comments about the rabies clinic saying that there was a line of people waiting for the clinic to start. She

I have not fostered any ill will with the Borough, with my board, or with my staff. I have gone through a lot of issues and Mr. Blass, Councilman Blass, you, as well, have done things that were not appropriate. One incident you came in and you came into the library and said, “You can’t stay out of it” and you went on and you went on and I rolled my eyes because, I had no clue what was going on. And you were loud and you caused a disturbance in the library.

Councilman Blass – We were in a private room together and I was letting you know as one of your indirect bosses by the way, that you need to stay out of this situation and you did not follow my advice then.

Sharon Furgason – okay so

Councilman Blass – But that does not necessarily address the attitude that I have had with you since the year and several months on the Library Board of Trustees. There is an attitude of “that side of the street vs. this side of the street” at almost every meeting.

Sharon Furgason – And that is a real problem and I’m going to address that, I’ve written a response to that. I want to thank all of you for giving me the opportunity to address Mayor and Council on this first day of National Library Week.

I do want to say how distressed I am about all the stuff that is going on, it seems like we are combative, just, um, Councilman Blass has said. We, when we, you, I and all the Borough employees are doing are job, for one and only one reason, for the betterment of our town. My mother use to tell me there are different ways to go to the store, it’s not necessarily the blue way, or the red way, or the pink way.

Mayor – Mrs. Furgason, I’m going to stop you for one second. Is this letter you’re reading address point one?

Sharon Furgason – Yes

Mayor – This strictly responding to #1?

Sharon Furgason – Number 1, in the fact that he said I am causing an issue between the Borough, my staff, and the Board.

I’ve worked really hard to make our library relevant in this digital age. The Board of Trustees and I brainstormed about this in our strategic meeting. Goals were set and then communicated to the staff how we’re are going to do this. It is the staff that does the hard work, they are the front line. Your organization is only as good as your front line. We are a team and we work as a team when one or two of our team is treated unfairly then it hurts the rest of us, the rest of the team, and the progress impeded. Recently, I had a meeting with the District #4 Legislator and I was asked a question about the importance of libraries in the digital world, why is our library important? It is probably more important then ever. While that might not address this particular issue this is important; information just in another form now. Libraries have always been about the disseminating of knowledge, and they will have that goal forever, just in different formats. McCowan Memorial Library, has become a community destination, a constant in an ever changing main stream, and a gathering place, which enhances the libraries relevant.

Our mission intent, in tandem with libraries everywhere, is shifting to one that is more service oriented with reliance on the Internet, and I am going to bat for my staff. It says in, we have a

policy on page 4 of the Personnel Policy Manual, its called open door policy. Borough officials and employee and independent contractors are to report anything perceived to be improper. The Borough believes strongly in an open door policy and encourages the employees to talk with their supervisors, department heads, and borough clerk, a member of the clerk's office, or the employment attorney concerning any problems.

I have an open door policy. My staff can communicate to me when they want, I will go to bat for them and in some point when you want to know about my staff this issue has been going on, I would like to talk to you about that.

Councilman Pierpont – Can I say something about this, we got off course, I want to comment on something you said, “I will go to bat for them”, that’s fine and good, but when you are the Director and the Manager of personnel you must act like the manager and director. When you say you’ll “go to bat for them” that means you are going to argue with whatever decision that is made; that you don’t agree with what was provided by the Mayor, Solicitor, CFO, and the Council.

You are breeding an environment of contempt right there in that statement. In that statement you are saying I will go to bat for them, if my staff doesn’t agree, I am going to stand toe to toe. You are the Director, pardon me for bringing a paramilitary reference in, you are a clear chain of command, you fall under the Borough Administrator of Pitman to the director of your employees. So when you say you are going to bat for them, you have something to discuss with them, you should discuss it with the Administrator first. When you say I will go to bat for them, you said it several times, clearly in my opinion it exemplifies or amplifies contempt.

Sharon Furgason – Okay, I have discussed this with my Board of Trustees and in all my library schools, and my forty years of experience, I was told that the Board of Trustees hire, fire, and do compensation for my staff. I was not aware of this, since I’ve been a Library Director in Pitman for eleven years that I needed to be so involved with the Borough Hall. Okay, I don’t have a problem talking to Judy, I have no problem at all. But when I feel my staff has been treated unfairly, yes, I’m going to bat. We are talking about two staff people, one employee for 25 years.

Mayor – You are going off topic, we are only talking about you.

Sharon Furgason – Okay, that’s why I’m upset and why I’m going to bat for them. I feel this is just unfair.

Councilman Blass –

No. 2 - I have received several complaints from members of Council and one or two residents that the library does not have a welcoming environment. I have addressed this with you on one occasion when a resident had spoken to me.

Sharon Furgason – Well, I must say that makes me laugh because I have many people have come in our library from outside of Pitman because they like our atmosphere. I have one or two patrons that dislike me and they think I laugh too loud, or maybe I’m a little loud, but once again I said in my statement it’s your front line that makes your, this is actually where its is, and my front line is wonderful. There is not an unwelcoming atmosphere in my library. Maybe someone in the public would like to address that.

Councilman Blass – They are not here for that purpose.

Sharon Furgason – Well, okay, will keep that in mind for another time, next.

Mayor – Are you done with #2 Councilman, or do you want to address.

Councilman Blass – If there is a member of Council who wants to, or I can move on.

Councilman Blass –

No. 3 - It was brought to my attention that you, when the Library Board of Trustees presented the budget, that you should have been here just to answer questions, you are the only Director not present at the budget meeting.

Sharon Furgason – Oh, my gosh, you told me not to come, to stay out of it.

Councilman Blass – The Library Board

Sharon Furgason – You said lay low, stay away, I let, I let, I was across the street at the library waiting for a text message. Oh, my gosh, I can't believe you're saying that.

Councilman Blass – I'm just telling you it was brought to my attention.

Sharon Furgason – I was doing as you instructed me sir.

Councilman Pierpont – Can I say something, please keep in mind these are observations that came to the attention of this board, this is not Councilman Blass's own personal observation. These are things Councilman Blass, that were brought to him, please don't take it as an attack from Mr. Blass. These are things that have been determined and we have to address each and every one, and if one does not have merit we will take that into consideration. This is not an attack from Councilman Blass.

Sharon Furgason – Okay, that is fine, but I was told not to be present and I was told, lay low and first of all, if my board is in charge of my budget, they do the presentation. This is the things that the Board of Trustees do. They thought they would have a better chance with me not there. Councilman Blass continually said stay away, stay away; I don't want you even to go to the Borough Hall. That is corrupt behavior.

Mayor – Just the underlying fact that the Board felt the need to ask you not to come to have a better chance is an underlying issue in itself. That the Board felt better off without their Director here presenting the budget, with that alone creates an underlying issue. I understand that you were told not to be there, but the fact that you were not to come as a Director for the budget is an underlying issue.

Sharon Furgason – It is a little more difficult.

Mayor – It was the only department we had that we had a situation with.

Sharon Furgason – It's a little more difficult for the Council to say no to my Board then it's for me. I'm just an employee, when my Board is there; I felt as well that is, would be a better plan. You know, hum, let's just move on to the next thing, I'm sorry but okay.

Councilman Blass – That's fine for her to defend that point, but others brought that to my attention.

Sharon Furgason – I was told lay low.

Councilman Blass –

No. 4 - Poor management has allowed a minor payroll issue involving the calendar to interfere with the day to day operations of the library as well as the Borough, not to mention the cost associated with defending the action. Your mishandling of the whole situation added to the problem. I know I speak for myself; I got fifty emails on this situation since January.

Sharon Furgason – How have I mismanaged?

Councilman Blass – Every other department seems to understand the calendar, and all the employees understand it. We had two employees come to the Borough Hall and had to have it explained to them; they weren't necessarily happy, but walked away understanding. Maybe it was your "going to bat" for employees that added to the problem.

Sharon Furgason – Alright, I think my personal belief is my full staff should be salary, there is something I would like to just tell you, when I was at a library advocacy meeting with Senator Madden, Ann Wolnick was Director of the Gloucester County system and they had this same issue last year and guess what, there is one salary person in the Gloucester County system, and it's Ann, the Director. So what, what do her freeholders and her commissioner say to her, you have to deal with it.

So you think this is unusual we're talking about two people who through no fault of theirs listed on the salary ordinance as hourly workers. That is how they were hired, they have paper to prove it.

Councilman Blass – You do understand that even here you are still defending an action that the entities up here already decided that this is the way it will be and your disagreeing with it is just adding more to the problem.

Sharon Furgason – I'm sorry I don't understand what you are saying. When, huh, when this was tabled, I heard, ah, this was not solved yet.

Councilman Blass – It had been solved previously back in November when the first note came out just to announce.

Sharon Furgason – Yah, it did, and you know what, they, um, the CFO one, Mrs. O'Donnell on, and um, Borough Councilman said they were indeed salary.

Councilman Blass – There was not a Borough councilman, person, present.

Sharon Furgason – And I have the email from the CFO Mr. Considine to prove it, he said he sat with Mrs. O'Donnell and one councilman. Okay so if that's wrong, that's what was said. And they determined that that these two people were hourly and would have the same benefits they have had since they have been working 13 and 12 years in a full time position.

Councilman Blass – Again, we are not dealing with that issue at the moment.

Sharon Furgason – Okay, well it all comes in.

Councilman Blass – Alright, you did create an environment or have a work environment where you allowed one employee to embarrass another; an incident back in January where one employee opened up their paycheck in front of another and proceeded to make commentary on it.

Councilman Blass – (9:21p.m.)

#6 – You permitted employees to neglect their work to investigate their payroll issue They did many investigations on Borough time.

Sharon Furgason – To me, I don't know that is so, but maybe you know more about it, how did you find that information?

Councilman Blass – Since we received emails during the day, and we also had people observe employees not doing their job and investigating things, I would say that.

Sharon Furgason – You had people observe this?

Councilman Blass – Not me personally.

Sharon Furgason – Uh, by who?

Councilman Blass – We did have somebody.

Sharon Furgason – And how do you know that's what they were doing? You see somebody working at the computer and you are making assumptions.

Councilman Blass – Regardless, the emails came during the day when the employees were supposed to be working.

Sharon Furgason – You don't, you don't think this, well maybe they were doing their fifteen minute break or their half hour lunch, do you know this?

Councilman Blass – I do not know that, so thank you.

Sharon Furgason – Next

Councilman Blass – (9:22 p.m.)

Insubordination, when you violated the directive of Council to make sure hourly employees were not paid for lunch or breaks as per Borough policy. Pay sheets were sent over earlier than normal on March 10th and in an attempt to circumvent the instruction from the Clerk as well as the Councilman. The payroll sheets had to be returned twice before they were completed correctly and then they were returned with the words "submitted under duress" written on them on the front of the executive responsible, of the clerk.

Sharon Furgason – Okay I have a series of emails on March 11 when we first, never in my life did I ever imagine that these two people forty hour week workers, 13 and 12 year...

Councilman Blass – Regardless whether you agree with it or not.

Sharon Furgason – Okay

Councilman Blass – You were told do this and you did not, correct?

Sharon Furgason – Okay so

Councilman Blass – Answer my question, correct?

Sharon Furgason – I was told

Councilman Blass – You were given direction.

Sharon Furgason – I'm going to tell you this all happened, there must have been about seven emails on March 11th, about my, okay there not going to be um there will be no snow days. So we fixed that and we took it, and finally at four o'clock my last email said, I don't know what else to do. This staff person had already gone home. Her mother was in a nursing home, she was close to death. Another one just threw up her hands, I don't know what else to do either. Know what, so I said to Judy O'Donnell, I think you're going to have to do what you have to do, because there is nothing else, and so being that she is my supervisor I thought I was perfectly fine to adjust those time sheets, I did as I was told.

Councilman Pierpont – May I, I think we have the emails that you are referring to, the one that's dated March 11th at 4:06 p.m., but there is also emails prior to that March 11th at 2:07 p.m., 12:04 p.m., and March 10th at 11:54 a.m., directing you and asking you to make the corrections on the time sheets, so waiting until March 11th at 4:06 p.m. is almost a full 24-28 hours after you've received the initial thing. Not saying that this warrants as a delay, but you did not reply, there is not reply.

Sharon Furgason – First of all, I don't live by my email every single minute, we have things to do at the library that's #1.

Um, my first email was on March 11th at 10:01 a.m., "Hi, Judy I received your attached letter about the library policy dated 03/09 today March 11th" so that is effective on October 27, 2011. The date the current Policy and Procedure Manual went into effect, and it goes on. Then the next on March 11th at 12 o'clock, "please submit actual time sheets for your hourly employees" Now mind you this was a day we had to have our time sheets. It was a day before this must have been Wednesday, no Tuesday, our timesheets our paycheck is on Thursday. Um, she said "I must receive these time sheets by one o'clock today", I said, "Judy, time sheets will be in at 1pm, per the Personnel Manual". No time will charged for the day. It does not mention hourly, salary, or whatever. This concern has been noted.

Sharon Furgason – Next, please see below email from Councilman Blass, "we cannot pay your hourly employees for their lunch or break time; please advise immediately". What's the actual time worked by hourly employees, in other words how many minutes for the eight hours was used for lunch and breaks, this time is not compensated.

Next, both Delores, two staff take sixty minutes total of lunch and breaks. I guess you must do what is right and lawful. Margaret is not here to change her time sheet and Delores does not know what to do. Margaret has been employed here for 25 years, in one capacity or another; Delores has worked here since 2002. It was neither their fault nor where listed, they were listed hourly for the 2000 salary ordinance or employed in an hourly capacity at 40 hours a week, they have been taking lunch breaks since they were employment began.

So are you saying that a 40-hour employee gets no lunch or break? That's not actually what it says in the manual. It says they are entitled.

Councilman Pierpont – (9:27 p.m.)

You signed the time cards prior to submitting them to Borough Hall?

Sharon Furgason – I do, and I sign the time sheets and Judy may do with them what she wants and after all that my staff um has gone through, well first of all they are entitled. Margaret was entitled bereavement time. She was docked one hour of those three days. That's right! It is not right that they did not get any notice so that they could get compensated for their time.

Councilman Pierpont – I just wanted to know if you signed the time sheets.

Sharon Furgason – I do.

Councilman Pierpont – You are responsible for the library employees.

Sharon Furgason – I, I

Councilman Pierpont – You verified that these are the hours they worked.

Sharon Furgason – I do.

Councilman Pierpont - Okay

Councilman Blass – (9:28 p.m.)

March 25th I had to go to the library and instruct you to let your employees know that if they chose not to work through lunch or breaks that they would not be paid. You became flustered and you could not tell them, which is neglecting again your managerial duty.

Sharon Furgason – I did not say I could not, I said I do not understand you, so I asked you to tell them that and what ensued, what happened?

Councilman Blass – I had to do your job is what happened.

Sharon Furgason – and what happened next?

Councilman Blass – I left and went back to my job.

Sharon Furgason – No, you missed Delores saying, “Why are you doing this”, you missed her crying, you missed Margaret upset. This is what happened, you caused, and you say I caused a disturbance. This is exactly what happened they were we were all emotionally upset.

Councilman Blass – April 7th again the time sheets, you allowed them to be completed incorrectly as per agreement explained by the Director, Library Board Vice President, a miscommunication prevented the employees to be paid 8 hours a day during the week of March 30th. This would cease for the week of April 6th, the pay sheets included the exact hour on March 25, 26, and 27. The pay sheets came over with the words highlighted “Submitted under duress”. The phrase “My signature attests to what is reported on this time sheet” and the highlighted sentence is, “All regular entries are work hours, two 15 minute breaks and one half hour lunch not included”.

Sharon Furgason – Yeah, I signed that.

Councilman Blass – So you are again saying that you are disagreeing with the policy.

Sharon Furgason – I'm not.

Councilman Blass - What do you think "Submitted under duress" means?

Sharon Furgason – That's because apparently my staff did not think that what they were doing was the right thing.

Councilman Pierpont – But as a director, shouldn't you explain to your staff exactly what it is that is required of them when they submit the timesheets? Why as a director would you put on your timesheets "Submitted under duress"?

Sharon Furgason – I didn't put that...

Councilman Pierpont – Okay, so the employee submitted it.

Sharon Furgason – I did not put that, I understand that she did that, in duress...

Councilman Pierpont – As a director you need to make it right.

Sharon Furgason – No, I don't have to, no I don't, first of all let me...

Councilman Pierpont – You are the Director of the Library.

Sharon Furgason – I am the Director, my bosses are my Board and they tell me what I need to do. I don't understand any of this HR stuff. So I have to depend on Judy for, or somebody, to explain this. I am a messenger. Judy told me one time she was a messenger. They are my bosses, they hire, fire, they do compensation. So I've asked repeatedly for guidance with this matter.

Councilman Blass – Have you come over to meet with the Clerk and discuss this issue?

Councilman Pierpont – (9:31 p.m.)

Have the Library Board of Trustees ever, ever done something similar to this RICE or whatever they call it, do you get evaluations? Why did you make the decisions that you've made?

Sharon Furgason – Yes, I have had evaluations and I have never had a RICE letter from my Board or three RICE letters from Council. I've been working in the library system for forty years.

Councilman Blass – I have to correct her, she had a RICE letter just two months ago.

Sharon Furgason – Yes, I got a RICE letter from the library.

Councilman Pierpont – You said you were never received a RICE letter from the Library Board?

Sharon Furgason – I was, I'm sorry if I said that, I have never been before, yes, I have received one RICE letter from my Board. I have absolutely no trouble with that.

Councilman Pierpont – Is that something new?

Sharon Furgason – Oh yes.

Councilman Pierpont – New as well.

Sharon Furgason – Oh yeah, this is all because of this and what they said to me is that I had a, they advised me to watch with the emails and things like that. There was no letter put in my file. I actually, I am really at a loss but I do know my Board is responsible for my evaluation. And I am very happily, I know, if I have done something wrong, I'm going to be the lowest person who's going to say, no, I don't do that. Well okay if I've been rude or insubordinate, I'm going to say I'm sorry. But I also have been treated badly and nobody is saying "I'm sorry" to me, he said I rolled my eyes at him because he was yelling at me; at least I wasn't making noise, but I do apologize.

Councilman Pierpont – When you were discussing with the Library Board of Trustees, did their RICE letter have the same things in it that we are discussing, were they very similar to some of these complaints?

Sharon Furgason – Okay, I don't know what they discussed, I have my RICE letter.

Councilman Pierpont – Were there...

Sharon Furgason – Hold on...

Councilman Pierpont – Yes, I apologize.

Sharon Furgason – I asked for my RICE, my discipline, to be public at the Library Board, so they talked to me and I had two issues, one by Mr. Blass. There was some email that I sent out to my staff that was confidential and that was a total misunderstanding, I was under the impression I was sending an email to arrange a meeting. I asked my Board Member should I include staff and she said yes, to anybody who is involved. So I included staff, that's what the email, it had nothing to do with, um, any kind of confidentially, and there was a second discipline and that was, um, another Board Member said that I'm too involved and I should of pulled back, but we do have the open door policy. My physical of my office is right in the center. I know they feel comfortable talking to me and so according to the manual I allow open door, but I did what I had to do.

Councilman Pierpont – You got a little off...

Sharon Furgason – No, it is because, it all pertains.

Councilman Pierpont – My concern and question was, were any of these items on this list similar to this list, part of that

Sharon Furgason – I only had two things from my Library Board.

Councilman Pierpont – Were they the cause of your employees; or some of these issues?

Sharon Ferguson –No, this all pertains to the 26, 27 pay period.

Councilman Pierpont – Thank you very much.

Mayor – Councilman, do you want to go back to points 8 to 10?

Councilman Blass – (9:35 p.m.)

No, in fact, I think I am done at this moment unless you feel the others will be relevant, some overlap other issues.

Mayor – Okay.

Sharon Furgason – Oh, but I'm not done. I just have one thing I'd like to read to you. I received this email on Saturday. First of all it was my personal email and of course it's my right to share it if I choose. These are my days off and this has been extremely stressful time for me. "Ms. Furgason, At the Library Board last month, you asked me about the topics you might be asked to talk about before Council. I'm not willing to discuss that in a public forum, but when pressed I told you the questions would only go back a few weeks. I now believe the questions will go back further, most likely several months. I did not want you to be taken off guard in this. Also, as you know, it may be open or closed session. You may not realize you are entitled to invite persons of your own choosing into a closed session, but the general public however is excluded. During my time on Council, all have been in closed session. To me, that is an indication that you need to be should be closed." I think this an example of harassment.

Councilman Blass – I was just making you aware of the information so that you would not have to

Sharon Furgason – Wait till Monday

Councilman Blass – Not when the form had to be in on Monday morning.

Sharon Furgason – What form?

Councilman Blass – The RICE form

Sharon Furgason – My RICE letter didn't have to be in, it had to be in on Friday.

Admin. O'Donnell – By noon on Monday.

Sharon Furgason-That's plenty of time, this was, I just think that this is wrong as well.

Councilman Pierpont – I think, I don't know right or wrong, I think Mr. Blass was trying to get information to you, and like you said previously ____ (Inaudible).

Sharon Furgason –I just think that it was wrong. I don't mind taking messages off on my personal email if it's an emergency relating to the library. I never mind being called and let me tell you I had a lot of calls because we have had issues with the alarm system. But let me tell you this is not an emergency. This was not necessary, and it could have been, I don't believe it was necessary.

Mayor – (9:38 p.m.)

With all due respect, an email sent over the weekend, and you choose to open it. Mrs. O'Donnell received emails from your employees on the day of her brother's funeral, she didn't choose to

open them that day so, emails are 24/7, when you choose to open them it's up to you. Is there any more questions from Council?

Councilman Razze – (9:39 p.m.)

When you were talking about point #1, you made reference to something to do with an employee that was out ten hours sick.

Sharon Furgason - That was ten hours; they were docked one hour off of their sick time. One hour Margaret was docked, one hour from each of her bereavement days.

Councilman Blass - That is not the issue.

Sharon Furgason - There was nothing they could do to earn eight hours.

Councilman Razze - You made it sound like; I'm just trying to get to the point that was an employee is paid when they don't work?

Mayor - That's not the issue.

Razze - No? It made it sound like, I was trying to get to the point, was there an employee paid for not working?

Sharon Furgason - Unless they have sick time, no one used their vacation time.

Councilman Blass - It was the person on leave that is the incident.

Sharon Ferguson - But how do you?

Admin. O'Donnell - It was an employee on medical leave and our office was not aware of it.

Sharon Furgason - How do you 'dock' people so then we could have an issue?

Admin. O'Donnell - It was an employee our office was never notified of a medical leave, so we could issue the...

Sharon Furgason - Yes that is when one of my staff was on medical leave. I understand that Judy, I'm aware I never had to do that kind of thing so, generally, nobody really cares. To be honest sorry, I had to that, but...

Admin. O'Donnell - This is miscommunication that is important because there are issues that you, as a Director, that you deal with or your Library Board would deal with. But the HR Department in the Borough should deal with. So that is part of the problem as well. To have your Board manage day to day operations, share information with the Borough office and Borough Council, that is necessary.

Sharon Furgason - And, I am sorry about that. I also heard that there was some issue about the email I sent out when Margaret's mother died. I did send everyone an email about this. I informed my staff as well as you all. I heard there was an issue a little scuttlebutt came back that you didn't even tell us about that. I did, but you had an email, and so I agree with you there

definitely has to be more communication, but it is not like my staff has not tried. They talked to you, they talk to my Board, they try a lot of things. They are wonderful. One doesn't make much at all to go through this kind of thing it's just uncalled for. It is.

Councilman Pierpont - I apologize, but there is rules that govern the...

Sharon Furgason - Yeah, oh Yeah.

Mayor - Council President...

Council President Kelley – (9:42 p.m.)

You made a comment earlier about point #3, the Board being in charge of your budget. What are your duties as Library Director? I would like to think that you would be responsible for drawing up a budget for the Library Board, so why is the Library Board in charge?

Sharon Furgason - Yes, first of all, when I make a budget I go over it with my Board and they're responsible for going to Council to advocate for it. That is their job to advocate it. I have gone through the budget details with them.

Council President Kelly - So you yourself specifically do your line items, do your payroll, your ordering of your books. Do you order the books for the Library? Do you have a purchasing agent?

Sharon Furgason - We have yeah; I do the collection and development. It is not just books we have, there it is all kind of. I do budget development, I have an office manager and she also does it and I am very grateful for her because I have a computer forty hours a week now. I have a person who is in charge referencing and all kind of questions concerning that. Reference is not necessarily in a book anymore. I have a circulation person working full time, the hardest job in the Library, she deals with everything. She is one of these people that is affected that. But I do, yes, we do talk when uh, they now know exactly what to do, work with, what to ask for, and being a resident of this town I know exactly what we can afford and what we can't. I get from the state library what my one-third mill is every year. I see where our town is with decrease in property values or fifth in the county down? But, I clue them into all of these things. I know better to ask for a huge working whopping salary.

Council President Kelley - So what would you specify, believe, your job as Library Director is to do? Can you itemize the top five items you believe you're in charge of, are responsible for as the Library Director.

Sharon Furgason - Okay, first of all, I enforce the policies that the Board have come up with. That is the first and foremost. They develop our policies that are policies like for circulation, um, membership log in, I do the Director of things that you would do, I watch over my staff. I give them ideas, um, there are so many things that, one of the interesting things I do I am a plumber; I plunge the toilets. I have to salt now, salt the sidewalks, all of these things, everything, I don't see much sense in calling Public Works to plunge the toilets. Yes I take care of those things too.

Council President Kelley - Do you think as Library Director your job is also to enforce the policies that are set forth by the administration?

Sharon Furgason - Oh yes, I try very hard, going by the Personnel Manual and that is how, I have an issue with it. Some of the things in the Personnel Manual they are not spelled out, there are no definitions, what a full time person is, what a part-time person is. It just says entire titles; there are a lot of loopholes.

Council President Kelley - Do you think those questions would be better here, with Council and the administration, rather than staff feeding their information and getting them more confused. Would you be better served to come across the street, set a meeting up with us, and actually addressing your concerns?

Sharon Furgason - Well, my staff did talk/speak to Judy about this.

Council President Kelley - But you are the Director.

Sharon Furgason - And, I suggest, you see isn't there. A grievance procedure, if they find something that is not right there is protocol, they come to me first, and if I can't do anything then they can go to the Board, or they could go to

Council President Kelley - I am not talking about that, I'm talking about you. I'm saying when you realized there were questions and issues with following the manual and other policies, instead of questioning your staff and supporting them, why didn't you try to come to us, to resolve this issue rather than trying to work out with them, they're not there to resolve the issue. The issue is between the directions that come from Council, why would you not come to us to try and resolve these issues prior to this getting to this point?

Sharon Furgason - First of all, no, I did not talk to Judy about this, but in, when you do a grievance, it says to come to me. I sent my grievance up to my Board. They deal with it, or if the grievance is for the Borough, it's sent off to Judy. It's not anything for me to get involved with. It clearly, says this in the grievance procedure. Uh, I have, I am the messenger here, I have discussed, we have talked with my Board about this issue since it came up in November when we all got the notice from Steve Considine about the 26, 27, 28. I said "Hey, I got a problem here" but those are the kind of things the Board deals with. They, I am the messenger, I do what they tell me what to do.

Council President Kelley - But you also are the Director, you have to set the examples.

Sharon Furgason - I do.

Council President Kelley - Okay, I don't really see that you set an example in leadership on these points.

Sharon Furgason - I only did what it says in the Personnel Manual, but according to grievance.

Kelley: Okay

Sharon Furgason - If it says their grievance, their issue. I told them, first of all the salary ordinance that has me all confused.

Council President Kelley - Okay, so that's sort of my point; if that has you confused, the person to come to is a member of this side, not on that side, you let things get straightened out.

Sharon Furgason - and the staff questioned, she did question this.

Council President Kelley - Not the Library Board, Council is where you would come to straighten things out.

Sharon Furgason - I think that is an issue with the Library Board and you have to direct that to them.

Councilman Pierpont - May I? Ms. Ferguson, have you ever said anything to your staff as the Director, like uh, 'I don't agree with this policy, but it is a policy so you have to do it anyway'?

Sharon Ferguson - Yeah, do you think I like this?

Councilman Pierpont - Have you ever said, well, I'm talking about the policies regarding the pay or hours, salary, or lunch, or something, have you ever said that, 'Well I don't agree with policy but you have to do it anyway'?

Sharon Furgason - Yes

Councilman Pierpont - Okay, have you ever told one of your employees at the library, I am sorry, but you have to do this?

Sharon Furgason - Yes

Pierpont - Thank you.

Mayor - (9:49 p.m.)

Councilman, if it is alright with you, I would like to address #12, because it involves one directly.

Councilman Blass - Okay

Mayor - I need clarification Ms. Furgason, on the recent email chains with the recommended appointment.

Sharon Furgason - I'm sorry, with what?

Mayor - The recommended appointment with the vacant spot on the Board. You have sent an email recommending an individual to the Library Board for me to bring back to Council, um, and then there was some emails exchanged it was stated that, um, that the Board has never had, never while you have been here, discussed who the mayor appoints yet.

Sharon Furgason - Right.

Mayor - But at the February Board meeting, it was discussed with the Trustees that they were going to inquire into potential replacements. So my question is, did the Board approve that name to be given to me

Sharon Furgason - No

Mayor - to be given to me for appointment?

Sharon Furgason - But first of all, we discussed, uh, somebody said to me, well you know this vacancy here, and no it has never in the past. I would grant one, they trusted that I would come up with a good person. I, um, appoint, I suggested Beth, Donna Collier, most everyone except for our long term Board Members, Marsha, Jane, have been there a long time, Pat is there by his position with the Superintendent of Schools. I don't think I've selected people that are wrong. My thought is when I give a suggestion that they be library focused. There is no reason to have somebody there from the outside who does not have, who is not a library person. And so, I have, I have no problem with giving you more, but we never done that with both the mayors I have worked with, but they say, hey, here is a suggestion, I certainly did not mean to step on anybody's toes.

Mayor – Well, that is my confusion, because in your February minutes, from your 24th meeting, the Board of Trustees was inquired about replacements. Then I received an email with your recommendation. My only question is, was it discussed at the February meeting; why weren't they consulted about the final name, why was it just given to me from you directly.

Sharon Furgason - That is how it's been done in the past, I'm sorry, that's

Mayor - It was discussed at the February Board meeting, correct?

Sharon Furgason -We, we past, yes, we need a, we and somebody to fill vacant position, and one of the reasons why she, um, resigned, was because of this issue.

Mayor - But in the minutes it says the Board of Trustees is going to discuss potential replacements. Was that name given to you by the Board of Trustees?

Sharon Furgason – No, and I, I guess that was in the Board minutes?

Mayor - Correct

Sharon Ferguson - Oh

Mayor – (9:51p.m.)
February 24th minutes.

Sharon Furgason - I don't know, I was just told that it was time to think about getting someone to refill this position, so if I have done this wrong, you know I will say I am sorry, but that is just how it has been. When Mayor Batten was mayor he said, hey, who you want. I gave him a suggestion.

Mayor- Alright, just to clarify, it is mayor's appointment with consent of council.

Sharon Furgason - Right.

Mayor - Just to clarify on that procedure works.

Sharon Furgason - Oh, okay, that is fine.

Mayor - I was curious. This is getting conflicting information, I was getting emails, but yet I was informed by the minutes they were being discussed and the Board was getting potential members to discuss.

Sharon Furgason - I wanted to give you an idea who would vouch for him and that is why I sent you that email, saying you want the Board to come up with these ideas, it is fine.

Mayor - My opinion on the person recommended has no bearing on my questions at all.

Sharon Furgason - But that is the answer, it's never been, you know, unfortunately, I have to say precedent here; this is how it's been.

Councilwoman Higbee – Sharon, when I was appointed to the Library Board, I was appointed by the, Mayor Polocz, I don't know that you put my name up, I don't believe so.

Sharon Furgason - uh, I don't know whether I did or not, obviously Mayor Polocz know you, you were library oriented, but it is a Mayors appointment and like I said we never has this discussion about who, it is the Mayors appointment.

Mayor - Any further questions from Council for Director Furgason?

Councilman Razze – (9:53 p.m.)

In one of the emails started on the 10th, and went through the 11th, and there was one that referenced about following the guidelines the manual, um, the Board members, it makes reference, and this is on March 11th at 11:36 a.m., it makes reference that the Board members have since decided to have, that the library personnel should be held to the same guidelines as all others, non-contractual employees, um, and the letter you received today is a directive from Council on the particular policies have been in effect and should be followed by the library personnel as a result of the Library Board's recent decision, that is the time line on that, discussion, do we have that?

Sharon Furgason – (9:54 p.m.)

Has the Library Board minutes on that. I don't remember, there was an issue about a snow policy, and I remember we talked about that, I don't recollect.

Councilman Blass - The Library Board had recommended and made a motion that we, that they, wanted all full time employees to be considered salary. To end the disparaged treatment, we had some employees that were and some that were not. This was in January.

Councilman Razze - Okay

Councilman Blass - It was pointed out to us that that should come from Council, so it went back in February where the Library Board rescinded the one motion and then made a motion to

recommend to Council, then on March 9th, Council, Council discussed the issue twenty minutes and we ended up tabling it. Therefore, the previous action stalled in effect, that they were still considered hourly employees, and all hourly employee's rules would stay in effect, and to be followed.

Councilman Razze - Okay

Sharon Furgason - I do have a question, I was under the impression that it was a state law, federal, are under the Borough is, that breaks were paid, that they have been paid.

Solicitor - Breaks

Sharon Furgason - Fifteen minute breaks, if anything over fifteen, breaks where compensated, lunches do not.

Solicitor - I don't know the answer to that, I have to research that.

Sharon Furgason - Um, I was told that this came from the lawyer.

Councilman Razze – Is that something for, specific for the public employees, or all employees?

Sharon Furgason – No, um.

Councilman Razze – I know it's not true, it's a Federal Labor Standard labor law.

Sharon Furgason – Yes, it says, I'm under the impression, I have read that breaks are paid. So I don't know, I'm asking the solicitor this.

Solicitor – The general rule of thumb, anyone who works hourly, they only get paid when they actually work. So taking breaks and taking lunch, they would not be entitled to any pay.

Sharon Furgason – How does this happen that these people have done this for 12 and 13 years?

Solicitor – Again, if they are hourly they only get paid as they work.

Sharon Furgason – But they done this for 12 and 13 years, full time employees, forty hours, so how does this happen?

Mayor – You are the Director, how did it happen? How did it happen for so long, you are the Director?

Sharon Furgason – Everything was fine, I am at a loss with this. I don't know, I never, I didn't like the salary ordinance when it came out in July of 2014 I emailed Judy about it and she said "not to worry too much about it". I said, "Whether you think this or not, people in the town look at the salary ordinance", do you think people don't read the newspapers anymore, they do, and they comment on all those positions they have at the library, look at the salary. I had no clue this would all happen, Mrs. O'Donnell explained to me that it cost money to change an ordinance and that this will probably be done in the next year. In the meantime we are also, for your information we have new titles, this will clarify a lot of this.

I am sorry if have been negligent, I assumed they were having been done for 12 and 13 years is wrong.

Councilman Razze – Can I just clarify something real quick, did you just say you believe that all the employees should not be salary?

Sharon Furgason – Everybody would be on the same level, I don't know how this happened, I don't know where...

Councilman Razze – (9:57 p.m.)

I thought that you said the salary guide said they were and they shouldn't be.

Sharon Furgason – It say two of my employees are hourly workers and since they were hourly... Here is another question for the solicitor, so how does it happen that the Gloucester County Library system, when everyone is hourly there, they get medical and lunch?

Solicitor – I'm not familiar with that system.

Sharon Furgason – But still that's another issue.

Mayor – Any other questions?

Councilwoman Higbee – Since March 10th, has there been a problem with the time sheets?

Sharon Furgason – No, they've been docked.

Councilwoman Higbee – I didn't say docked, paid for what they are supposed to get paid for.

Sharon Furgason – (10:00 p.m.)

Well, no, um, on March 12th that's the first dock, well their decrease for hourly. Then we have another pay period, Councilman Blass came over to tell me an hour each day will be deducted retroactive despite the fact Dee, and they were paid eight hours. Um, and then of course Margaret was deducted for her bereavement day. Then there was a grievance to Judy and Dee was working nine hour days with a eight hour work and thirty minute lunch, and two fifteen minute breaks, and then I got a call from a Board Member rules changed again.

Councilwoman Higbee – All I asked, were the pay sheets fine, and you signed off on them.

Sharon Furgason – I sign the pay sheets off to the hourly work that they worked; I'm attesting to that the hours that they worked; yes, there has been difficulties.

Councilman Pierpont – Who makes up the work schedule?

Sharon Furgason – I do.

Councilman Pierpont – You sign the hours that they are scheduled to work?

Sharon Furgason – Yes, and you know what, this is a team, we work together.

Councilman Pierpont – Do you assign the hours that they work?

Sharon Furgason – Yes

Councilman Pierpont – Okay, the other thing I want to point out, Councilman Blass might have gone in there and said that these people will not be paid, however, you have to understand that Councilman Blass does not make that policy. Councilman Blass just reflects the policy of the CFO, Mayor, this Council. So it's not Councilman Blass making that decision for the hours.

Sharon Furgason – Who's makes the decision then.

Councilman Pierpont – He is just relaying the information, he's the messenger. You make it sound like he is the one dictating whether or not ...

Sharon Furgason – who did this then?

Councilman Pierpont – It's all spelled out with the Administration, CFO, so anyway, those are the two points I wanted to make. I wanted to make sure you are the one who is creating the work schedules over there, okay? So do you understand how the pay schedule works?

Sharon Furgason – Yeah.

Mayor – Anything else from Council, Ms. Ferguson would you like to make any brief closing remarks?

Sharon Furgason – (10:03 p.m.)

I wish this was resolved, and of course we have to wait another two weeks because it's been tabled. This had been going on, as I stated in July, when I first questioned the salary ordinance, it will be a year in July. It's been six months since November when the first grievance was. I just wish it was done. It's cost a division here, between us and we have one goal in common, we are for Pitman. We are not working together. We're not trying to make our library the best that we can make it because this does not help it. Today I spent a whole day preparing, I had questions to deal with, I could not do any of those things, and I didn't take a lunch today. I went home and put all these little purple things on this. This issue is not a good thing, and I do recommend my staff be salary, and I am upset and this is what I wish. I wish there was a fairy godmother to come down and take it away.

Mayor – Thank you.

Council President Kelley – I don't think I should ask a question on closing, but I'm going to anyway. Did you work today?

Sharon Furgason – I did.

Council President Kelley – You just told us that you spent all day on this issue which is personal, not work related.

Sharon Furgason – Oh no, I think this is a work related issue. This is not personal.

Council President Kelley – I just want this clarified, thank you.

Councilman Pierpont – What's tabled?

Mayor – Whether we’re going to make them salary, we discussed that briefly in Work Session.

Councilman Pierpont – Okay, I wasn’t sure what she was referring to.

Mayor – 27 week, full time.

Councilman Blass – That had nothing to do with her specifically.

Councilman Pierpont – There are certain procedures that govern this procedure.

Mayor – Motion to close this portion and move into a closed session.

Closed Meeting

Motion to enter into a closed meeting: Higbee Second: Kelley

Time: 10:06 p.m.

Motion to return to an open meeting: Kelley Second: Pierpont

Time: 11:05 p.m.

As a result of discussion in the Closed Meeting, the following action was taken by Council upon returning to an Open Meeting.

Motion was made by Councilman Blass that the Director of the McCowan Memorial Library be required to attend the first available Management, Supervisor, and Leadership training course approved by Council, and that the Library Director be suspended for two days, without pay, effective April 15, 2015 and April 16, 2015.

Second: Pierpont

Roll Call:

Councilman Austin: Absent

Councilman Blass: Yes

Councilwoman Higbee: Yes

Council President Kelley: Yes

Councilman Pierpont: Yes

Councilman Razze: Yes

Mayor Johnson _____

Adjournment

Motion: Pierpont

Second: Kelley

Time: 11:07 p.m.

Respectfully Submitted,

Judith O’Donnell
Borough Clerk/Administrator