BOROUGH OF WOODCLIFF LAKE
MAYOR AND COUNCIL SPECIAL MEETING MINUTES
December 8, 2014
7:30 PM

CALL TO ORDER

Notice of this meeting in accordance with the "Open Public Meetings Law, 1975, C. "231" was posted at Borough Hall on December 3, 2014 and two newspapers, The Record and The Ridgewood News, were notified on December 3, 2014.

ROLL CALL

Mayor Jeffrey Goldsmith asked for roll call. Council members Abene, Bloom, Gadaleta, Rendo and Rosenblatt were present. Deena Rosendahl was present for Borough Attorney Paul Kaufman. Debbie Dakin, Acting Borough Clerk was present as well as Councilman-elect Panso. Councilman Belgiovine arrived at 7:35 PM.

PLEDGE OF ALLEGIANCE

All present recited the Pledge of Allegiance led by Councilman Rosenblatt.

CLOSED SESSION

RESOLUTION AUTHORIZING HOLDING OF CLOSED SESSION

Resolution No. 14-220
December 8, 2014

WHEREAS, the Mayor and Council of the Borough of Woodcliff Lake, pursuant to the provisions of N.J.S.A. 10:4-12(b), may meet in closed session; and

WHEREAS, the following is the subject matters to be discussed in closed session:

1. Police Promotions
2. Clark vs. Borough of Woodcliff Lake

3. Police Captain's Contract
4. PBA Contract

WHEREAS, these Minutes will be kept and once the matter involving the confidentiality of the aforementioned no longer requires that confidentiality, then the minutes can be made public.

NOW THEREFORE BE IT RESOLVED that formal action may be taken at the Meeting.

ROLL CALL:

Motion:	Mr. Bloom
Second:	Mrs. Abene
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr. Rendo, Mr. Rosenblatt
Nays:	None
Abstain:	None
Absent:	Mr. Belgiovine (arrived at 7:30 p.m.)

CERTIFICATION

I, Deborah Dakin, Acting Municipal Clerk of the Borough of Woodcliff Lake in the County of Bergen and the State of New Jersey do hereby certify that the foregoing resolution is a true copy of the original resolution duly passed and adopted by the Mayor and Council at the meeting of December 8, 2014.

_____

DEBORAH DAKIN
ACTING BOROUGH CLERK

NEW BUSINESS

Police Promotions

Councilman Bloom stated that our Borough Ordinance allows up to staff up to 6 sergeants. We have been operating with only 3 sergeants for the last 6 months or so. Since the mid 90's there have been 6 sergeants on staff up until 2010. After 2010 there were 5 sergeants and they seemed to handle their responsibilities adequately and there was ample supervision. There have been discussion and they have been analyzing and looking at our police staff. The Chief,

Captain and Lieutenant, along with Councilman Bloom, have been discussing the promotion of 2 sergeants to bring the staff back up to 5 sergeants. This would allow for proper supervision at the police department and someone is in the position of responsibility and authority at all times. There are liability issues that we could possibly expose ourselves to if we do not have the proper supervisor on staff.

MOTION to promote Officer Steve Regula from patrolman to sergeant and Dennis DeAngelis from patrolman to sergeant was made by Councilman Bloom and seconded by Councilman Rosenblatt.

This recommendation will be subject to execution of the PBA Contract and effective January 1, 2014 which includes the additional step for sergeant.

Councilwoman Gadaleta asked Councilman Bloom and Councilman Rosenblatt the process to come to this conclusion as to who gets the promotion.

Councilman Bloom replied that there were 9 eligible officers available to possibly be promoted. The process included giving Councilman Bloom their entire personnel file, 3 recommendations for each officer, and submit a resume and statement of their attributes and history and why they wanted the promotion. They also took at New Jersey State Sergeant's exam which was one of the many factors involved and then an interview process with the candidate. All these factors were taken into account and each candidate was interviewed in the presence of the Chief, Captain, sometimes the Lieutenant and Councilman Bloom.

Council then took into consideration the recommendation from the Chief, Captain and Lieutenant. This was not an easy decision at all because there were multiple candidates that were great.

Mayor Goldsmith thanked Councilman Bloom because he went above and beyond the call of duty. Mr. Bloom interviewed each and every candidate and everyone was given the same courtesy as everyone else. Mr. Bloom also spent countless hours on the phone with the Mayor giving him his thoughts and recommendations.

Councilman Belgiovine asked Mr. Bloom if he thought it was required that we hire 2 additional sergeants for a total of 5 to cover the shifts. Councilman Bloom replied that he felt we needed 2 after his discussions with the Chief, Captain and Lieutenant when they explained the scheduling and staffing and making sure we have a supervisor on staff at all times.

Mayor Goldsmith stated that if we go with the promotion of 2 sergeants he would like COLEA a priority for 2015.

Councilman Rendo stated that since January of this year, this Council has promoted a sergeant to lieutenant, has hired 3 patrolmen, not promoting 2 patrolmen to sergeant and will extend

the contract of the existing captain all without a contract. That is putting the cart before the horse. Our position is to get a contract and then negotiate the contract.

Councilman Rendo further stated that the structure of the police should mirror a pyramid -- superiors up top and rank and file on the bottom. The current police force has 6 superiors for 12 officers. With this promotion we will have 8 superiors for 10 officers. This is not a pyramid. The worst thing a municipality could do is create more superiors, quicker steps to reach the top, and less patrol people. That is why Councilman Rendo does not feel this is a good move. The police force has been working with 3 sergeants since June. They have not expressed any reservations as to that.

Councilman Bloom stated that our sergeants and lieutenant are on the road. They are out every day putting their lives on the line. They are not desk jobs. The only 2 people that do not have regular patrols are the Chief and the Captain. We are only re-staffing up to the same place we have been for the last 30 years. Additionally, the Chief and the Captain have been asking to get the sergeants back up to 6 ever since they lost one. We wanted to wait until we were in a position that we felt the PBA Contract would be signed.

Council President Abene stated that our sergeants and our lieutenants patrol. They do not just sit around and do paperwork.

RESOLUTION AUTHORIZING THE PROMOTIONS OF
STEVE REGULA AND DENNIS DEANGELIS TO THE POSITION OF SERGEANT

RESOLUTION NO. 14-221
December 8, 2014

WHEREAS, the Borough of Woodcliff Lake has conducted a hiring process for the promotion of police officers in the Borough of Woodcliff Lake to the position of Sergeants, which has included but is not limited to written applications, interviews, and background checks; and

WHEREAS, the Borough of Woodcliff Lake has identified 2 candidates to be promoted to the position of Sergeant, Steve Regula and Dennis DeAngelis; and

WHEREAS, the promotion of Steve Regula and Dennis DeAngelis to the position of Sergeant is in the best interest of the Borough.

NOW THEREFORE, BE IT RESOLVED, that Steve Regula and Dennis DeAngelis are hereby promoted to the position of Sergeant effective .

ROLL CALL:

Introduction:	Mr. Bloom
Second:	Mr. Rosenblatt
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr. Rosenblatt
Nays:	Mr. Belgiovine, Mr. Rendo
Abstain:	None
Absent:	None

CERTIFICATION

I, Deborah Dakin, Acting Clerk of the Borough of Woodcliff Lake in the County of Bergen and the State of New Jersey, do hereby certify that the foregoing resolution is a true copy of the original resolution duly passed and adopted by the Governing Body at the meeting of December 8, 2014.

_____

DEBORAH DAKIN
ACTING BOROUGH CLERK

PBA Contract

Mayor Goldsmith stated that he wanted to thank both of the negotiating teams – the police lead was Lieutenant Uhl, accompanied by Sean Hammel and Chad Malloy. On the Borough team was Mayor Goldsmith and Police Commissioner Eric Bloom. Mayor Goldsmith further stated that without Councilman Bloom this contract would not have been completed.

Mayor Goldsmith stated that the PBA recognized that they needed to work with the Mayor and Council to forge a working contract, not only today, but in the future and they recognized the needs of our tax payers.

Mayor Goldsmith stated that when negotiating the PBA Contract, he and Councilman Bloom had four goals.

- Limit salary increase of 2% or less
- Increase steps
- Eliminate or reduce longevity
- Eliminate lifetime health benefits

Mayor Goldsmith stated that this Contract would be for 4 years. The percentage increases would be 0% for 2014, 1.25% for 2015, 1.75% in 2016 and 1.75% in 2017.

Mayor Goldsmith stated that there is no other municipality in Bergen County that has 14 steps in their police contract. Mayor Goldsmith further stated that he is very proud of the Contract that they have before them.

MOTION to approve Resolution No. 14-222 was made by Councilman Bloom and seconded by Council President Abene.

Council President Abene stated that she has been through the negotiating process many times with as small as 3 people in it and as large as 120 people in it. Getting to an agreement, such as this one, is easy task and she feels that more has been accomplished here is something that would usually take more than 1 cycle of agreements.

Councilman Rosenblatt agrees with what Council President Abene said. Mr. Rosenblatt stated that he wants to thank the Mayor and Councilman Bloom for going over and above board and spending countless hours on this when other people might not have spent the time necessary to get this Contract. This is a good contract for the police and a great contract for Woodcliff Lake.

Councilman Belgiovine stated that he thinks everyone did a great job and knows that it took a lot of work. Mr. Belgiovine stated that he has a question with the Stand-By Clause. It reads that it is going to be replaced. Mr. Bloom replied that it was taken out but then put back in with the recommendation of Labor Attorney Eric Bernstein. Councilman Belgiovine read the section.

Councilman Belgiovine's other question is in regard to benefits. It looks like this Contract is tying us to a specific benefit provider and sometimes those providers change – and maybe not by our choice -- it says Blue Cross Blue Shield. What if Blue Shield decides not to offer benefits? Councilman Bloom replied that Blue Cross is the State Health Benefits.

Councilman Belgiovine stated that the does not think that the actual provider should be named.

Mayor Goldsmith stated that this was a request by the PBA. Councilman Belgiovine asked what happens if they go out of business.

Councilman Rosenblatt stated that maybe it should read "or comparable".

Mayor Goldsmith stated that he does not know if the PBA would accept the language.

Mayor Goldsmith asked that an amendment be made stating such.

Councilman Bloom stated that in regard to Standby Pay, the policy is and has been by the Chief that there is a stand-by language in there because this was before cell phones.

Councilman Belgiovine stated that this now has to go back to the PBA and see if they will agree "to equivalent".

Councilman Belgiovine asked what we do about the section for Stand-By. Councilman Bloom stated that our attorney said this is not an issue and he is comfortable with how it reads.

Councilwoman Gadaleta stated to Mayor Goldsmith and Councilman Bloom that with all the hours of hard work you were able to maintain a balance between being financially responsible to the citizens of Woodcliff Lake and maintaining the respect that we have and should have for our dedicated police force. We value them, we honor them and we thank them for all that they do in town.

Councilman Rendo stated that before he votes, in any contract instruction, there must be a meeting of the minds and no ambiguity in the contract. In this contract there is ambiguity. Mr. Rendo further stated that he has seen clauses destroy contract negotiations because there is no meeting of the minds. There are vague clauses in this contract – they stand-by clause is not clear. Councilman Rendo also stated that he does not see anywhere in the Contract where the percentage of the raises are. Also, this Contract was given to them on Friday evening to review 37 pages, in terms of transparency, this Contract should have been up on the website so our residents could see it.

MOTION to AMEND Resolution No. 14-222 to add certain language to be provided by our attorney regarding health care provider was made by Councilman Bloom and seconded by Council President Abene.

RESOLUTION AUTHORIZING THE EXECUTION OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOROUGH OF WOODCLIFF LAKE AND POLICEMEN'S BENEVOLENT ASSOCIATION ("PBA") LOCAL 206

RESOLUTION NO. 14-222
December 8, 2014

WHEREAS, the Borough of Woodcliff Lake and PBA Local 206 have engaged in collective bargaining pursuant to N.J.S.A. 34:13A-1 et. seq.; and

WHEREAS, the Borough of Woodcliff Lake and PBA Local 206 were each duly represented in the negotiations surrounding the creation of a Collective Bargaining Agreement for calendar years 2014 through and including 2017; and

WHEREAS, it is in the Borough's best interest to execute the Collective Bargaining Agreement with PBA Local 206 for the calendar years 2014-2017

NOW, THEREFORE, BE IT RESOLVED, by the Borough of Woodcliff Lake that the Mayor is hereby authorized to sign the Collective Bargaining Agreement with PBA Local 206 that is attached hereto.

ROLL CALL:

Introduction:	Mr. Bloom
Second:	Mrs. Abene
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr. Rosenblatt
Nays:	Mr. Belgiovine, Mr. Rendo
Abstain:	None
Absent:	None

CERTIFICATION

I, Deborah Dakin, Acting Clerk of the Borough of Woodcliff Lake in the County of Bergen and the State of New Jersey do hereby certify that the foregoing resolution is a true copy of the original resolution duly passed and adopted by the Mayor and Council at the meeting of December 8, 2014.

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DEBORAH DAKIN
ACTING BOROUGH CLERK

Mayor Goldsmith stated for clarification, in all the contracts that have been done, the numbers are always added in the Appendix. This is how Locke writes the Contract. We could have rewritten this Contract for about $15,000 - $20,000. It did not make sense for us to rewrite a contract that has been abided by with no issues in the past from our officers.

Captain Caron's Contract

Councilman Rosenblatt stated that when we discussed Captain Caron's Contract he was under the false impression that nobody else had their clothing allowance rolled into their salary and he was corrected today that all the officers with the exception of the Chief and Captain do.

Mr. Rosenblatt also stated that last week he asked for 2% for the Captain and was asked to change it to 1.75% and he did so but does not feel comfortable with that. Therefore, he would like to AMEND the resolution to reflect the following 3 changes.

- 1.5% for 2014 and 2% for 2015, 2016 and 2017

- Clothing allowance which is currently $900 a year to be removed from his contract and rolled into his salary
- 2004 Personnel Manual should prevail

MOTION TO AMEND Resolution No. 14-219 was made by Councilman Rosenblatt, seconded by Council President Abene.

Councilman Bloom stated that Captain Caron his heavily respected and regarded. He is second in command, worthy of possibly one day being considered for Chief in this town and we are very fortunate to have him.

Council President Abene stated that she agrees with Councilman Bloom's comments and again add that Captain Caron is one of the finest gentlemen and police officers she knows.

Councilman Belgiovine stated that he has an issue with the process as usual. It's kind of the same thing. Councilman Belgiovine stated that the received a copy of the contract at midnight last night to review and be prepared for tonight. In the contract we are to vote on a police and procedures manual from 2004 and have clarity on one versus 2012 and he does not know exactly what the difference are and he highly doubts that anyone on the Council could name three of them. Additionally, Councilman Belgiovine has an issue with the impression that has been given out to the public of himself and/or other members of this Council not liking, wanting or respecting our police department. Mr. Belgiovine stated that he has an issue with the process by which this has been brought to the table. We had plenty of time since the last meeting to deliver this contract to everybody to find out the differences between the 2 manuals so we can make an educated decision and vote and he does not feel that he is able to do this and this does not make him a block voter.

Councilman Rendo stated that this Contract was given to them last night at midnight to vote on the Police Captain's salary and he actually makes $159,159.00 and we owe it to the taxpayers to thoroughly examine the 2004 and 2012 Employee Manuals.

Council President Abene stated that she understands everything that Councilman Belgiovine is saying, but we all cannot be in every single thing. We need to rely and trust the Commissioners and Mayor on this.

Councilwoman Gadaleta stated that she appreciates conversation, questions and answers. We need to have respect for each other and we need to listen. Ms. Gadaleta also stated that she had the pleasure of sitting down and speaking with Mr. Caron during closed session. Ms. Gadaleta stated that the was impressed by learning that Mr. Caron worked for the police department for 33 years and has 36 years of employment with the town. Additionally, Mr. Caron's record is spotless and Mr. Caron stated passionately that he loved his job.

Councilman Rosenblatt stated that he agrees with Council President Abene and you need to trust your liaison. Mr. Rosenblatt also stated that any Council member could ask for any

contract to review. All you need to do is ask and you had every opportunity to do so.

ROLL CALL:

Introduction:	Mr. Rosenblatt
Second:	Mrs. Abene
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr. Rosenblatt
Nays:	Mr. Belgiovine, Mr. Rendo
Abstain:	None
Absent:	None

Councilman Rosenblatt and Councilwoman Gadaleta departed the meeting at 10:00 PM.

PUBLIC COMMENT

MOTION to open to the public was made by Council President Abene, seconded by Councilman Rendo and unanimously approved.

Joseph LaPaglia, Woodcliff Lake, stated that he felt that there are good and bad aspects that happened tonight. Mr. LaPaglia also stated that the Captain's contract is a stalking horse for the Chief's contract. So when the Chief comes to the next Council, basically what happens is I want equal to or better than the Captain. That is a major reason in addition to what Councilman Belgiovine said as to why we should have waited on Captain Caron's contract.

Mr. LaPaglia stated that he has great respect for both the Chief and the Captain. But you have to say at some point how much is enough. In addition to that, the Contract that the Mayor and Council approved with respect to the salary increases for the rank and file, he believes is a good contract from a standpoint of a tax payer.

Mayor Goldsmith stated that he just wanted the public to be aware that by State Statue the differential between the Chief and the Captain is $1.00.

Cheryl Dispoto, Woodcliff Lake, asked if it were possible to put the contracts on the website prior to the Mayor and Council meeting.

MOTION to close to the public was made by Councilman Belgiovine, seconded by Council President Abene and unanimously approved.

ADJOURNMENT

MOTION to adjourn at 10:15 PM was made by Councilman Belgiovine, seconded by Councilman Bloom and unanimously approved.

Respectfully submitted,

Deborah Dakin
Acting Borough Clerk

BOROUGH OF WOODCLIFF LAKE

188 PASCACK ROAD, P.O. BOX 8619, WOODCLIFF LAKE, NEW JERSEY 07677

JEFFREY R. GOLDSMITH, Mayor
THOMAS RICHARDS, Borough Administrator

201-391-4977
Fax 201-391-8830

RESOLUTION AUTHORIZING HOLDING OF CLOSED SESSION

Resolution No. 14-220
December 8, 2014

WHEREAS, the Mayor and Council of the Borough of Woodcliff Lake, pursuant to the provisions of N.J.S.A. 10:4-12(b), may meet in closed session; and

WHEREAS, the following is the subject matters to be discussed in closed session:

1. Police Captain's Contract
2. Police Promotions
3. Clark vs. Borough of Woodcliff Lake
4. PBA Contract

WHEREAS, these Minutes will be kept and once the matter involving the confidentiality of the aforementioned no longer requires that confidentiality, then the minutes can be made public.

NOW THEREFORE BE IT RESOLVED that formal action may be taken at the Meeting.

ROLL CALL:

Introduction:	Mr. Bloom
Second:	Mrs. Abene
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr.Rosenblatt
Nays:	Mr. Belgiovine, Mr. Rendo
Abstain:	None
Absent:	None

CERTIFICATION

I, Deborah Dakin, Acting Municipal Clerk of the Borough of Woodcliff Lake in the County of Bergen and the State of New Jersey do hereby certify that the foregoing resolution is a true copy of the original resolution duly passed and adopted by the Mayor and Council at the meeting of December 8, 2014.

Deborah A. Dakin

DEBORAH DAKIN
ACTING BOROUGH CLERK

BOROUGH OF WOODCLIFF LAKE

188 PASCACK ROAD, P.O. BOX 8619, WOODCLIFF LAKE, NEW JERSEY 07677

JEFFREY R. GOLDSMITH, Mayor
THOMAS RICHARDS, Borough Administrator

201-391-4977
Fax 201-391-8830

RESOLUTION AUTHORIZING THE PROMOTIONS OF ALBERT S. REGULA AND DENNIS DEANGELIS TO THE POSITION OF SERGEANT

RESOLUTION NO. 14-221
December 8, 2014

WHEREAS, the Borough of Woodcliff Lake has conducted a hiring process for the promotion of police officers in the Borough of Woodcliff Lake to the position of Sergeants, which has included but is not limited to written applications, interviews, and background checks; and

WHEREAS, the Borough of Woodcliff Lake has identified 2 candidates to be promoted to the position of Sergeant, Albert S. Regula and Dennis DeAngelis; and

WHEREAS, the promotion of Albert S. Regula and Dennis DeAngelis to the position of Sergeant is in the best interest of the Borough.

NOW THEREFORE, BE IT RESOLVED, that Albert S. Regula and Dennis DeAngelis is hereby promoted to the position of Sergeant effective December 15, 2014.

ROLL CALL:

Introduction:	Mr. Bloom
Second:	Mr. Rosenblatt
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr. Rosenblatt
Nays:	Mr. Belgiovine, Mr. Rendo
Abstain:	None
Absent:	None

CERTIFICATION

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Deborah Dakin

DEBORAH DAKIN
ACTING BOROUGH CLERK

BOROUGH OF WOODCLIFF LAKE

188 PASCACK ROAD, P.O. BOX 8619, WOODCLIFF LAKE, NEW JERSEY 07677

JEFFREY R. GOLDSMITH, Mayor
THOMAS RICHARDS, Borough Administrator

201-391-4977
Fax 201-391-8830

RESOLUTION AUTHORIZING THE EXECUTION OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOROUGH OF WOODCLIFF LAKE AND POLICEMEN'S BENEVOLENT ASSOCIATION ("PBA") LOCAL 206

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ROLL CALL:

Introduction:	Mr. Bloom
Second:	Mrs. Abene
Ayes:	Mrs. Abene, Mr. Bloom, Mrs. Gadaleta, Mr.Rosenblatt
Nays:	Mr. Belgiovine, Mr. Rendo
Abstain:	None
Absent:	None

CERTIFICATION

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