

EXECUTIVE MEETING called to order, Mayor Vaccaro in the chair, at the Municipal Building on Thursday November 12th, 2020 at 7:06 P.M.

Mayor called for Pledge of Allegiance to the Flag.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende- present
Administrator- T. Ciannamea-present,
Attorney- F. Migliorino- present,
Engineer- Mr. Sachs- present

Borough Clerk stated that notice of the meeting was announced in accordance with the Open Public Meeting Act.

Motion by C/Wende and second by C/Bauer to approve the Minutes of Executive Meeting of October 8th, 2020.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.
All ayes. So ordered.

COMMUNICATIONS:

Borough of Frelinghuysen- supporting High Speed Internet Accessibility.

Greenbaum Rowe Smith & Davis LLP- notice of submission of General information Notice Amendment to NJDEP.

Charter Communications-notice of approval from Board of Public Utilities the internal organization of Charter Communications, Inc.

Atlantic Environmental Solutions, Inc.-public notification of Remediation at 114 Moonachie Avenue, Block 62, Lot 1, in the Borough of Moonachie.

Prologis LP c/o Prologis- notice of public hearing on the application for a minor site plan with related bulk variances submitted to Moonachie Planning Board for 250 Moonachie Avenue, Block 57, Lot 10.

Borough of Ridgefield- calling New Jersey Legislature for conversion of the Bergen Generating Station to a renewable energy facility and to ensure that other projects, such as Bergen Light Rail, a prime renewable energy project, is constructed with the gas tax.

REPORTS:

Mr. Sachs- wanted to let everyone know that he is retiring as of 12/31/2020, and wanted to thank the Mayor and Council for the opportunity to work with them.

Mayor Vaccaro expressed gratitude from the Council and the Borough for working with him for the past ten years. Wished Mr. Sachs well, and thanked him for his work that he has done for the Borough.

Mr. Sachs spoke about his email with his report, about recent work that has been going on with the DPW Building (MO-402) and attached were minutes of the on-site meeting yesterday. Mentioned that one of the important items on the list were the project completion date is being moved to possibly 12/8/2020, he spoke to the architect, and the production of stairs that connect the mezzanine was paused due to COVID-19, they are not sure when they will be ready. He mentioned that the fire suppression system for the building is not complete without the stairs and the next meeting is 11/18 at 3 P.M. at the site, Future meetings will be on Wednesdays on 3 P.M. until completion.

C/Bauer asked about the decision for underneath recycling and garbage containers are the blacktop instead of concrete.

Mr. Sachs asked to contact the architect.

He spoke about the County Road Paving, the ADA ramp project has been completed, and the final payment was submitted to pay the Contractor. Mentioned that once the contractor is paid, a copy of the cancelled check is needed to go forward with reimbursement from the County.

Mr. Sachs Spoke about the West Commercial Avenue Project that was completed in August. Mentioned that in order to submit reimbursement to the DOT, the final inspection report from DOT is required.

Mr. Sachs mentioned after December 8, Gas Generator for Moonachie Avenue could advertise for bids.

Mayor Vaccaro spoke about the pump station project, and to make sure that the bid includes that the company that will be awarded the bid, pays the monthly rental fee for the temporary generator that is currently at the station.

Mr. Sachs mentioned that they can put an allowance in the bid for those fees until the project is done.

Mayor Vaccaro mentioned that there is water ponding on two locations where the Road Program was completed, on the corner of West Park Street & Molinari Street and between two driveways on Roosevelt Place, these need to be addressed before final payment is made to the contractor.

Mr. Sachs mentioned that he spoke to the DPW Superintendent about ponding problems and will get pictures & videos from her.

Mayor Vaccaro mentioned testing with Hain Celestial needs to be addressed in the near future.

FORMAL ACTION:

Motion by C/Kinsella and second by C/Martinez to approve following Resolution:

RESOLUTION#20-276

WHEREAS, it is necessary to repair the Borough's KME Fire Truck and the KME equipment needed to complete the repair can only be sourced from one vendor in the State of New Jersey. Therefore, competitive quotes could not be obtained for the repair and it is necessary to award said contract without competitive contracting in accordance with N.J.S.A. 40A:11-5.

NOW THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Moonachie approves the contract with Fire Fighter One for the repair of the KME Fire Truck in an amount not to exceed \$3,524.32.

RESOLUTION#20-277

Re: Cancellation of Secure Child Program Other Trust Reserve Balance

WHEREAS, the Secure Child Program Reserve in the Other Trust Fund has a remaining balance that is no longer needed for the intended purpose, and

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Moonachie, County of Bergen, New Jersey, that the Secure Child Program Reserve Balance in the amount of \$224 in the Other Trust Fund be cancelled of record.

RESOLUTION #20-278

BE IT RESOLVED by the Mayor and Council of the Borough of Moonachie that the proper officers be and are hereby authorized to refund the overpayment of taxes in the amount of \$21,755.01 due to Judgment of Bergen County Board of Taxation for Garsan Realty % State Container, Block 61, lot 7, for the year 2020; and

BE IT FURTHER RESOLVED, that the tax overpayment in the amount of \$21,755.01 shall be made payable to "Garsen Realty %State Container".

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.
All ayes. So ordered.

Motion by C/Kinsella and second by C/Cirillo to approve following Resolution:

RESOLUTION #20-279

WHEREAS, President Container Group was billed on estimated usage from May 2015 through December 2016 due to meter change; and

WHEREAS, the Borough received the actual usage reading on December 5, 2016 in the amount of 552 cubic feet which covered 9/8/2015 through 12/5/2016; and

WHEREAS the actual Sewer bill for 4th quarter of 2016 is \$5,759.02; and

WHEREAS, after review by Borough's Financial Consultant, that the credit should be in the amount of \$16,045.00 for five quarters; and

NOW THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Moonachie that the approval of the credit in the amount of \$16,045.00 for Sewer bills be and is hereby confirmed.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez-aye, Surak-abstain, Wende-aye. Five ayes and one abstain. Motion carried.
Attorney Migliorino entered at 7:12P.M.

NEW BUSINESS:

1. Approval of payment in the amount of \$4,500.00 to Millennium Strategies for month of October, 2020 for FEMA Grant Administration.
Will be acted upon at Regular Meeting on November 24, 2020.
2. Approval of Change Order no. 10 in the amount of \$44,250.67 of Tricon Enterprises, Inc. for DPW building.
Will be acted upon at Regular Meeting on November 24, 2020.
3. Approval of clothing allowance to various members of the Fire Dept. for the year 2020.
Will be acted upon at Regular Meeting on November 24, 2020.

Mayor Vaccaro mentioned the life members currently getting \$250.00 and asked the governing body to consider raising the amount. Confirmed with the Council to change the amount to \$300.00 for life members.

4. Setting Sine-Die Meeting of 2020 to be held on January 4, 2021 at 6 P.M.
Will be acted upon at Regular Meeting on November 24, 2020.
5. Setting Reorganization Meeting of 2021 to be held on January 4, 2021 at 7 P.M.
(Executive Session at 6:30 P.M.)
Will be acted upon at Regular Meeting on November 24, 2020.
6. Approval of a special contribution in the amount of \$17,000.00 to the First Aid and Rescue Squad.
Will be acted upon at Regular Meeting on November 24, 2020.
7. Certifying that members of the Council have reviewed 2019 Annual Audit Report.
Will be acted upon at Regular Meeting on November 24, 2020.
8. Approval of payment in the amount of \$2,310.51 to Arcari + Iovino for professional services for new DPW building.
Will be acted upon at Regular Meeting on November 24, 2020.
9. Authorize refund of escrow money in the amount of \$561.75 to Bazzarelli for the Variance Application.
Will be acted upon at Regular Meeting on November 24, 2020.

DISCUSSION:

1. New DPW Building Construction.

Mayor Vaccaro mentioned that the project is coming along, but there were some workers that had COVID, which pushed back some of the steel work. Hopefully by February or March the building will be finished.

2. Sampling Testing at Hain Celestial Group, Inc.

Mayor Vaccaro mentioned that there were sewer blocks in the area last week which caused problems at the pump station, the DPW is monitoring the manholes, and if numbers start to go up, they might have to test them quarterly again.

3. Traffic Light between Moonachie Road and Moonachie Avenue.

Mayor Vaccaro mentioned that there is no update from the County.

4. Moonachie Ave. Generator.

Mayor Vaccaro mentioned that the bid will be in December to get the project started.

5. Application of Spectrum New York City LLC for renewal of Municipal Consent
(Public hearing for the application will be on December 17, 2020).

Borough Clerk explained that the public hearing will be held at the Council Meeting in December, the Ordinance was sent to the Board of Public Utilities, and they have not commented yet. Mentioned that the Ordinance cannot be introduced until their review, it will probably be some time next year.

6. Energy efficiency for Municipal Building.

Mayor Vaccaro asked the committee to reach out to the company.

7. Payment in the total amount of \$188,603.75 (due to defective work of the Contractor) to L+C Design Consultants PA for New Municipal Building.

Mayor mentioned that they are still negotiating regarding the final payment.

8. New hire for DPW.

C/Bauer mentioned that the Committee is waiting to interview, and will have more information by December 19.

9. Moving Court to Municipal Building.

Mayor Vaccaro mentioned that he is going to meet with the Court Administrator, some of the court could be move back to Moonachie in January and the court is being done over Zoom right now. Mentioned that Moonachie will be sharing the Court Administrator with Teterboro, and a Deputy Court Administrator needs to be hire.

10. On-line payment of Licenses, Dog Licenses and Building Permits.

Mayor Vaccaro mentioned that this will allow residents to pay for licenses and permits online.

11. Proposals for Borough's website.

Mayor Vaccaro mentioned that the Borough received proposals with the option of \$4,000 a year and leaving any time would work best to see if the website is better. Asked C/Surak to work with the individual in the office on the project.

12. Request from Mr. Figueroa for Residential Handicapped Parking at 38 Henry Street.

Mayor mentioned that he does not have a problem as long as the Borough is not paying for the work, the individual wants an ADA ramp in front of their house. He explained that there is a catch basin in front of their home, and also, concrete works needs to be done from the sidewalk to the home.

Administrator Ciannamea mentioned that the individual does not have to pay for the work, they have a grant.

Attorney Migliorino mentioned that the Ordinance would need to be changed to include handicapped parking.

C/Bauer asked if any handicapped person can park there.

Mayor Vaccaro asked Attorney Migliorino to look into assigning the spot just for that person, making sure that all ADA regulations are being followed.

13. Proposal of L+C Design Consultants for Architecture and related ongoing Professional Services at the range of hourly rate from \$170.00- \$65.00.

Mayor Vaccaro mentioned that he still needs to discuss this with the individual.

14. Corrective Action Plan for 2019 Audit Report.

Administrator Ciannamea mentioned that it will be done next month.

15. 2020 equalized valuation of Moonachie.
Mayor Vaccaro will reach out to the Tax Attorney and Assessor to discuss about equalized valuation.
16. President Container's request to reduce interest rate for the Sewer Bills.
Mayor Vaccaro asked Attorney Migliorino if item should go into closed session.
Attorney Migliorino mentioned that it does not have to be in closed session.
Mayor Vaccaro explained that the company did not pay sewer bills and they are asking to reduce the interest rate.
Mayor and Council discussed that the interest rate cannot be lowered.
17. 2021 Road Program and Capital Ordinance.
Mayor Vaccaro mentioned that the Police Department total is \$153,937.00. He spoke with Teterboro about the purchase of a police car, they will be purchasing and giving to Moonachie. Spoke about shared services agreement with the Police Department includes capital purchases. Confirmed with the Council to take one car out of the bond.
C/Kinsella mentioned that the ambulance is \$185,628.00.
Mayor Vaccaro reviewed the DPW bond items, included items for the new building that can come out of the operating budget, items that are needed are a crane, beam, hoist and truck lift which totals \$65,000. There is also a request for a lift gate truck, and a generator for \$155,000, the total for the DPW is \$290,000.00.
Mayor Vaccaro mentioned that Road Program for next year would be for Sedita and Monte, and the cost will be \$94,400 from Boswell, the court room is \$150,000.00, and the total for Court and DPW without the streets is \$439,000.00. Spoke about holding off on purchasing the liftgate truck.
C/Bauer suggested to cut the liftgate truck and the Road Program.
Mayor Vaccaro mentioned that the DPW and Court room without those are \$414,000.00.
Administrator Ciannamea mentioned that the Moonachie Avenue Generator is \$210,000.00 and the online payment conversion is about \$28,000.00 in bond item dollar amounts, and the total amount is \$991,000.00
Mayor Vaccaro mentioned that the Fire Department has money in the Ordinance.
18. Dennis Williams 2020 stipend of \$300.00 for his License of C1 Collection.
The Mayor and Council discussed that it will be acted upon at Regular Meeting on November 24, 2020.
19. 2020 Best Practice Inventory.
Administrator Ciannamea mentioned that there were 5 items that were answered no, and there were no reductions in aids.

Motion by C/Kinsella and second by C/Wende to approve the following Resolution:

RESOLUTION#20-280

WHEREAS, the Mayor and Council of the Borough of Moonachie have reviewed the results of the 2020 Best Practices Inventory as issued by the Department of Community Affairs; and

WHEREAS, the Checklist is an agenda item on the agenda at the scheduled Council meeting on November 12, 2020; and

WHEREAS, the Best Practices checklist has been discussed as an agenda item; and

NOW THEREFORE, BE IT RESOLVED, the Mayor and Borough Council is hereby confirmed the authorization of the Borough Clerk and CFO to sign and submit the Inventory to the Department of Community Affairs; and

BE IT FURTHER RESOLVED, by the Mayor and Council of the Borough of Moonachie, County of Bergen and State of New Jersey that the Best Practices Checklist has been accepted.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.
All ayes. So ordered.

FINAL PASSAGE OF ORDINANCE:

ORDINANCE #2020-6

AN ORDINANCE TO FIX THE SALARY, WAGES AND COMPENSATION OF THE OFFICERS AND EMPLOYEES OF THE BOROUGH OF MOONACHIE IN THE COUNTY OF BERGEN AND THE STATE OF NEW JERSEY.

BE IT ORDAINED, by the Mayor and Council of the Borough of Moonachie
As follows:

SECTION 1. The annual rate of compensation for each officer and employee of the Borough of Moonachie who shall be paid quarter-annually shall be as follows:

| | <u>SALARY RANGE PER ANNUM</u> | |
|--------------------------------|-------------------------------|------------|
| Mayor | \$ 0 | to \$7,500 |
| Councilperson | 0 | to 7,000 |
| Borough Prosecutor | 1,200 | to 7,000 |
| Municipal Alliance Coordinator | 500 | to 5,000 |
| Art Director | 500 | to 2,000 |

The range of compensation of each officer and employee of the Borough of Moonachie whose compensation shall be on an annual basis shall be as follows and shall be paid bi-weekly:

| | <u>SALARY RANGE PER ANNUM</u> | |
|-------------------------------------|-------------------------------|--------------|
| Borough Administrator | \$30,000 | to \$115,000 |
| Borough Clerk | 20,000 | to 77,000 |
| Deputy Borough Clerk | 5,000 | to 10,000 |
| Account Clerk | 14,000 | to 42,000 |
| Tax Collector | 50,000 | to 62,000 |
| Clerk to Assist the Tax Collector | 0 | to 6,000 |
| Clerk, Part Time | 1,500 | to 8,000 |
| Clerk, Full Time | 10,000 | to 48,000 |
| Chief Financial Officer | 5,000 | to 22,000 |
| Inspection Control Clerk | 6,000 | to 36,000 |
| Municipal Court Administrator | 15,000 | to 56,000 |
| Violations Clerk, Part-Time | 1,000 | to 4,000 |
| Registrar of Vital Statistics | 500 | to 2,400 |
| Deputy Registrar of Vital Statistic | 0 | to 2,000 |
| Secretary, Planning Board | 700 | to 4,000 |
| Tax Assessor | 6,000 | to 20,000 |
| Secretary, Board of Health | 800 | to 2,000 |
| Judge, Municipal Court | 5,000 | to 25,000 |
| Fire Official | 4,000 | to 15,000 |
| Fire Prevention Clerk | 2,800 | to 8,000 |
| Construction Official | 5,000 | to 20,000 |
| Electrical Sub-Code Official | 2,000 | to 7,500 |
| Building Sub-Code Official | 1,000 | to 7,500 |
| Zoning Officer | 1,000 | to 7,500 |
| Plumbing Sub-Code Official | 1,000 | to 7,500 |
| *Property Maintenance Official | 1,000 | to 7,500 |
| Sewer Inspector | 1,000 | to 6,000 |
| Municipal Superintendent DPW | 30,000 | to 77,000 |
| Recycling Coordinator | 15,000 | to 40,000 |
| Emergency Management Coordinator | 0 | to 4,000 |
| Deputy Emergency Coordinator | 0 | to 4,000 |
| Borough Attorney | 25,000 | to 55,000 |
| Recreation Director | 5,000 | to 24,000 |
| Fire Sub-Code Official | 5,000 | to 7,500 |
| Environmental Compliance Manager | 1,500 | to 3,500 |
| Part –time Building Inspector | 250 | to 2,000 |

* (Property Maintenance Official shall be paid \$25 for each day that he/she is required to appear in court)

The rate of compensation of each employee of the Borough of Moonachie whose compensation shall be on an hourly basis and which shall be paid bi-weekly shall be as follows:

| | <u>RATE PER HOUR</u> | |
|--|-----------------------------|-----------|
| **Construction Official – authorized extra work | 75.00 | to 125.00 |
| **Electrical Official – authorized extra work | 60.00 | to 110.00 |
| **Fire Official – authorized extra work | 60.00 | to 110.00 |
| **Fire Inspector – authorized extra work | 30.00 | to 70.00 |
| Part-time Building Inspector | 20.00 | to 40.00 |
| Part-time Tax Collector | 30.00 | to 50.00 |
| Part-time Court Administrator | 25.00 | to 40.00 |
| Part-time Clerk | 8.25 | to 20.00 |
| Part-time Secretary, Board of Health | 8.25 | to 20.00 |
| Part-time Recycling Inspector | 8.25 | to 15.00 |
| Part-time Bus Driver | 8.25 | to 18.00 |
| Part-time Summer Rec. Assistant Director | 9.50 | to 20.00 |
| Part-time Summer Recreation Senior Counselors | 9.00 | to 15.00 |
| Part-time Summer Recreation Counselors (3 to 4 Years) | 8.50 | to 14.00 |
| Part-time Summer Recreation Counselors (1 to 2 Years) | 8.25 | to 13.00 |
| ***Part-time Police Communication Clerks | 8.25 | to 24.00 |
| Crossing Guards | 8.25 | to 20.00 |
| Police Matron | 8.25 | to 23.00 |
| Part-time Laborer, Department of Public Works | 8.25 | to 19.00 |
| Part-time Maintenance Worker | 8.25 | to 19.00 |
| Intern for Department of Public Works | 8.25 | to 13.00 |
| Part-time Summer Help | 8.25 | to 19.00 |
| Part-time Summer Assistant | 8.25 | to 13.00 |
| **(Extra work must be authorized by Borough Administrator) | | |
| *** (Part-Time Police Communication Clerks are to receive Time and One Half for hours worked on Holidays as listed in Section 5) | | |

The rate of compensation of each employee of the Borough of Moonachie whose compensation shall be on an as needed basis and which shall be paid bi-weekly shall be as follows:

| | <u>Rate Per Inspection</u> | |
|-----------------------------------|-----------------------------------|------------|
| Fire Inspector initial inspection | \$10.00 | to \$20.00 |
| Fire Inspector re-inspection | 5.00 | to 10.00 |
| Smoke Detector Inspection | 10.00 | to 20.00 |

SECTION 2. POLICE DEPARTMENT

The annual rate and when applicable, the range of compensation and benefits of each officer of the Police Department of the Borough of Moonachie shall be paid bi-weekly and shall be in accordance with the terms of the present contractual agreement with P.B.A. Local 102. The said contract is hereby incorporated in this Ordinance and such Contract document is on file with the Borough Clerk for public inspection.

| | <u>SALARY RANGE</u> | |
|----------------------|----------------------------|--------------|
| Police Chief: | \$64,000 | to \$250,000 |

Other compensation and benefits for the Chief of Police shall be as provided for in his personal contract with the Borough of Moonachie.

Police Matron:

The duties of the Police Matron will be performed by a Police Department Public Safety Tele-Communicator who has received the minimum training requirements for that assignment. Special compensation will be provided for a Public Safety Tele-Communicator to fulfill this assignment. Full-time Public Safety Tele-Communicators shall be paid in accordance with their collective bargaining agreement. Public Safety Tele-Communicators, who are not covered by a collective bargaining agreement, compensation for a call-in shall be \$50.00 per hour with a minimum of three hours pay.

When the duties of the Police Matron are performed by someone other than a Police Department Public Safety Tele-Communicator shall be compensated in accordance with the salary set forth in Section 2.

The personnel employed in this position must have the minimum training requirements for that assignment.

SECTION 3. DEPARTMENT OF PUBLIC WORKS AND FULL-TIME POLICE COMMUNICATIONS OPERATORS.

The annual rate of pay and when applicable, the range of compensation and benefits of each employee of the Department of Public Works and each Full time Police Communications Operator of the Borough of Moonachie shall be paid in accordance with the terms of their present contracts and shall be paid bi-weekly. The said contracts are hereby incorporated in this Ordinance and such contract documents are on file with the Borough Clerk for public inspection.

Emergency overtime employment for the employees of the Department of Public Works shall be in accordance with the terms of the present contract.

SECTION 4. VACATIONS

1. All employees hired prior to January 1, 2015 eligible for vacation leave with pay shall be entitled to the use of vacation leave as provided below or as provided by contractual agreement, whichever is appropriate:
 - a. One (1) working day of vacation for each full month of employment during the first calendar year of employment.
 - b. Twelve (12) working days of vacation commencing the second calendar year of service through four (4) years of service.
 - c. Fifteen (15) working days of vacation commencing five (5) years of service through nine (9) years of service.
 - d. Sixteen (16) working days of vacation commencing ten (10) years of service.
 - e. Seventeen (17) working days of vacation commencing eleven (11) years of service.
 - f. Eighteen (18) working days of vacation commencing twelve (12) years of service.
 - g. Nineteen (19) working days of vacation commencing thirteen (13) years of service.
 - h. Twenty (20) working days of vacation commencing fourteen (14) years of service.
 - i. Twenty-one (21) working days of vacation commencing fifteen (15) years of service.
 - j. Twenty-two (22) working days of vacation commencing sixteen (16) years of service.
 - k. Twenty-three (23) working days of vacation commencing seventeen (17) years of service.
 - l. Twenty-four (24) working days of vacation commencing eighteen (18) years of service.
 - m. Twenty-five (25) working days of vacation commencing nineteen (19) years of service.

Conflicts concerning the choice of dates when scheduling vacations will be resolved within the work unit on the basis of seniority. Specific requests for vacation utilization which do not conflict with operational considerations shall not be unreasonably denied.

2. All employees hired on or after January 1, 2015 eligible for vacation leave with pay shall be entitled to the use of vacation leave as provided below or as provided by contractual agreement, whichever is appropriate:
 - a. One (1) working day of vacation for each full month of employment during the first calendar year of employment.

- b. Twelve (12) working days of vacation commencing the second calendar year of service through four (4) years of service.
- c. Fifteen (15) working days of vacation commencing five (5) years of service through nine (9) years of service.
- d. Sixteen (16) working days of vacation commencing ten (10) years of service.
- e. Seventeen (17) working days of vacation commencing eleven (11) years of service.
- f. Eighteen (18) working days of vacation commencing twelve (12) years of service.
- g. Nineteen (19) working days of vacation commencing thirteen (13) years of service.
- h. Twenty (20) working days of vacation commencing fourteen (14) years of service.
- i. Twenty-one (21) working days of vacation commencing fifteen (15) years of service.

Conflicts concerning the choice of dates when scheduling vacations will be resolved within the work unit on the basis of seniority. Specific requests for vacation utilization which do not conflict with operational considerations shall not be unreasonably denied.

3. All part time employees with fixed, scheduled hours eligible for vacation leave with pay shall be entitled to the use of vacation leave as provided below or as provided by contractual agreement, whichever is appropriate:
 - a. One half (1/2) working day of vacation for each full month of employment during the first calendar year of employment.
 - b. Six (6) working days of vacation commencing the second calendar year of service through four (4) years of service.
 - c. Eight (8) working days of vacation commencing five (5) years of service through ten (10) years of service.
 - d. Nine (9) working days of vacation commencing eleven (11) years of service through twelve (12) years of service.
 - e. Ten (10) working days of vacation commencing thirteen (13) years of service through fourteen (14) years of service.
 - f. Eleven (11) working days of vacation commencing fifteen (15) years of service.

Conflicts concerning the choice of dates when scheduling vacations will be resolved within the work unit on the basis of seniority. Specific requests for vacation utilization which do not conflict with operational considerations shall not be unreasonably denied.

- 4.a. Vacation leave is credited in advance at the beginning of the calendar year in anticipation of continued employment for the full year and may be used on that basis. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the Department Head unless the Department Head determines it cannot be taken because of pressure of work.
- b. Where an employee has an earned vacation balance which has not been previously scheduled as of October 1, the Department Head will meet with the employee to determine a schedule of such lost time so that no accrued vacation time will be lost.
5. Upon separation or upon retirement, an employee shall be entitled to vacation allowance for the current year (prorated upon the number of months worked in the calendar year) in which separation or retirement becomes effective and any vacation leave which may have been carried over, with prior approval, from the preceding calendar year.
6. Upon the death of an active employee having vacation credits, a sum of money equal to the compensation figured on his salary rate at the time of death shall be calculated and paid to his estate.
7. When the vacation allowance for an employee changes based on his years of service during any calendar year, the additional annual allowance will be given for the entire year.

8. When an employee not otherwise covered by contract provision of a specific bargaining unit has attained five (5) years of service, but less than 25 years of service, that person may elect to receive monetary compensation in exchange for unused vacation days not to exceed five (5) days from the current year allotment. If an employee with more than 25 years of service has unused vacation time from the current year, that employee may request to receive compensation for all unused days from the current year allotment. Any compensation described herein shall be calculated at the current salary rate. If an employee with more than 25 years of service has accrued vacation time prior to January 1, 1998 the employee may elect to be reimbursed for those accumulated vacation days at the 1998 salary rate.

SECTION 5. HOLIDAYS AND PERSONAL LEAVE

All permanent, full-time employees of the Borough of Moonachie are entitled to fourteen (14) paid holidays annually as follows except as provided for by contract, whichever is appropriate. All part time employees with fixed, scheduled hours are entitled to any of the listed holidays that occur on their regularly scheduled day of work.

| | |
|---------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King Jr Day | Columbus Day |
| General Election Day | Good Friday |
| President's Day | Day after Thanksgiving |
| Thanksgiving Day | Christmas Eve |
| Memorial Day | Christmas Day |
| Independence Day | New Year's Eve |

Additionally, each such permanent, full time employee shall have the right to take four (4) personal days of their choosing with the approval of the Department Head. Two (2) of which will be charged to sick days.

SECTION 6. SICK LEAVE

Sick leave shall accumulate on the basis of 15 days per year for full time employees. In the first year of employment, an employee shall be entitled to one and one fourth days of sick leave for each month of employment.

Sick leave shall accumulate on the basis of 8 days per year for part time employees with fixed, scheduled hours. In the first year of employment, an employee shall be entitled to one half day of sick leave for each month of employment.

Sick leave may be accumulated under the following conditions:

1. All accumulated sick days as of 12/31/97 for non-contractual employees will be frozen at the rate of pay in effect on 12/31/97 and will be subject to the Mayor & Council approval for payment to the employee on retirement or on termination for any reason.
2. At year-end, a full time employee may receive payment for up to ten (10) unused sick days from that current year's allotment. At year end, part time employees with fixed, scheduled hours may receive payment for up to five (5) unused sick days from that current year's allotment. Payment will be at the rate of pay in effect for that year.
3. An employee will be allowed to bank unused sick-time from the current year but any payout for those days is to be at the salary rate in effect when the days were banked.
4. Maximum pay-out for sick days accumulated after January 1, 1998:
 - a. For retirement or termination prior to five (5) years of continuous full-time employment with the Borough of Moonachie the employee will be reimbursed for up to a maximum of thirty (30) days of accumulated sick time.
 - b. For retirement or termination after five (5) years of continuous full-time employment with the Borough of Moonachie the employee will be

reimbursed for up to a maximum of sixty (60) days of accumulated sick-time.

Payment required herein and above shall not be made if an employee is terminated for just cause. The Employer's determination in this regard shall be final and not subject to challenge.

SECTION 7. ACCIDENTAL DEATH OR DISMEMBERMENT

The Borough will provide, at its own cost and expense and without cost to all full time permanent employees (either unionized or nonunionized), an accidental death and dismemberment policy for the employees in the full amount of Five Thousand Dollars (\$5,000.00) per employee.

SECTION 8. DISABILITY INSURANCE

The Borough will provide, at its own cost and expense and without cost to all full time permanent employees (either unionized or nonunionized), a long term disability insurance policy for the employees (either unionized or nonunionized) the terms and conditions of which are on file with the Borough Clerk.

SECTION 9. TERMINAL LEAVE

Terminal Leave benefits, if any, shall be determined by the Mayor & Council, subject to any other conditions and/or required payments as provided above, on a case by case basis based upon a merit review of the particular employee's work history. If the employee is a member of a specific bargaining unit, the terminal leave benefits shall be in accordance with the terms of the present contract with that bargaining unit.

Terminal payment due to any employee upon death shall be paid to the estate of said employee.

Payment required herein and above shall not be made if an employee is terminated for just cause. The Employer's determination in this regard shall be final and not subject to challenge.

Notwithstanding anything in this section to the contrary, each employee of the Borough of Moonachie shall be entitled to any and all of those benefits which are required under the rules and/or statutes governing the Department of Personnel.

SECTION 10. All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed as to such inconsistencies.

SECTION 11. This Ordinance shall take effect upon publication in the manner prescribed by Law and shall be retroactive to January 1, 2020

The Borough Clerk has presented an affidavit showing that advertisement had been made according to law.

Mayor Vaccaro mentioned that the Salary Ordinance is 2% increase except for a few that have changed positions.

PUBLIC HEARING ON ORDINANCE#2020-6:

No one wished to be heard.

Motion by C/Bauer and second by C/Cirillo to close Public hearing.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.

All ayes. So ordered.

Motion by C/Bauer and second by C/Kinsella to adopt Ordinance#2020-6.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.

All ayes. So ordered.

Motion by C/Kinsella and second by C/Cirillo to approve following Resolution:

RESOLUTION#20-281

BE IT RESOLVED, by the Mayor and Council of the Borough of Moonachie, that the below specified positions will be compensated at the following annual rate, retroactive to January 1, 2020 except as noted:

| | | |
|---------------------------------------|------------------------|--------------|
| Mayor | Dennis Vaccaro | \$ 6,703.00 |
| Councilperson | Robert Bauer | \$ 6,095.00 |
| Councilperson | Antonio Cirillo | \$ -0- |
| Councilperson | Kathy Kinsella | \$ 6,095.00 |
| Councilperson | Manuel Martinez | \$ 6,095.00 |
| Councilperson | Bruce Surak | \$ 6,095.00 |
| (January 1, 2020 – July 31, 2020) | | |
| Councilperson | Karen Surak | \$ 6,095.00 |
| (August 27, 2020 – December 31, 2020) | | |
| Councilperson | John Wende | \$ 6,095.00 |
| Administrator | Anthony Ciannamea | \$107,858.00 |
| Borough Clerk | Supriya Sanyal | \$ 72,607.00 |
| Deputy Borough Clerk | Jennifer Cooney | \$ 7,500.00 |
| Account Clerk | Amelia Daleo | \$ 37,151.00 |
| Clerk to Assist Tax Collector | Lisa Ciannamea | \$ 4,245.00 |
| (January 1, 2020 – February 29, 2020) | | |
| Tax Collector | Lisa Ciannamea | \$ 58,000.00 |
| (March 1, 2020 – December 31, 2020) | | |
| Full-time Clerk | Lisa Ciannamea | \$ 44,418.00 |
| (January 1, 2020 – February 29, 2020) | | |
| Full-time Clerk | Jennifer Cooney | \$ 32,940.00 |
| Full-time Clerk | Rosa Marie Mulvaney | \$ 30,000.00 |
| Chief Financial Officer | Anthony Ciannamea | \$ 18,790.00 |
| Inspection Control Clerk | Lynn Rose | \$ 33,355.00 |
| Municipal Court Administrator | Brittany Demarest | \$ 50,407.00 |
| Violations Clerk, P/T | Jennifer Cooney | \$ 2,759.00 |
| Registrar of Vital Statistics | Supriya Sanyal | \$ 1,483.00 |
| Deputy Registrar of Vital Statistics | Lisa Ciannamea | \$ 1,379.00 |
| Secretary, Planning Board | Supriya Sanyal | \$ 2,970.00 |
| Borough Prosecutor | Linda Schwager | \$ 6,288.00 |
| Tax Assessor | Paul Barbire | \$ 14,999.00 |
| Secretary, Board of Health | Jennifer Cooney | \$ 1,298.00 |
| Fire Official | Frederick Dressel IV | \$ 10,285.00 |
| Fire Prevention Clerk | Lynn Rose | \$ 6,203.00 |
| Construction Code Official | Gino Tessaro | \$ 16,799.00 |
| Part Time Building Inspector | Dominick Lunanova | \$ 1,149.00 |
| Electrical Sub-Code Official | Ilarione Mario Patruno | \$ 5,412.00 |
| Building Sub-Code Official | Dominick Lunanova | \$ 5,975.00 |
| Plumbing Sub-Code Official | Dominick Lunanova | \$ 5,858.00 |
| *Property Maintenance Official | William G Hunt, Jr. | \$ 5,412.00 |
| Sewer Inspector | Dennis Williams | \$ 4,035.00 |
| Municipal Alliance Coordinator | Philip Facendola | \$ 3,638.00 |
| Borough Attorney | Frank Migliorino | \$ 50,000.00 |
| Zoning Officer | Gino Tessaro | \$ 5,975.00 |
| Judge, Municipal Court | Philip Boggia | \$ 22,276.00 |
| Recreation Director | Philip Facendola | \$ 19,776.00 |
| Fire Protection Sub-Code Official | Keith Dalton | \$ 6,891.00 |
| Municipal Superintendent DPW | MaryEllen Lyons | \$ 71,421.00 |
| Recycling Coordinator | MaryEllen Lyons | \$ 35,441.00 |
| Environmental Compliance Mgr. | Dennis Williams | \$ 2,486.00 |
| Emergency Mgmt. Coordinator | Richard Behrens | \$ 0.00 |
| Dpty. Emerg.Mgmt.Coordinator | MaryEllen Lyons | \$ 2,390.00 |
| Art Director | Stanley Kersnowski | \$ 1,530.00 |

*(Property Maintenance Official shall be paid \$25 for each day that he/she is required to appear in court)b

HOURLY EMPLOYEES, PER HOUR:

| | |
|---|----------|
| **Construction Official – authorized extra work | \$109.86 |
| **Electrical Official – authorized extra work | \$ 95.30 |
| **Fire Official – authorized extra work | \$ 95.30 |
| **Fire Inspector – authorized extra work | \$ 60.09 |
| Part-time Building Inspector | \$ 29.28 |

| | |
|---|----------|
| Part-time Tax Collector | \$ 39.54 |
| Part-time Court Administrator | \$ 31.83 |
| Part-time Clerk | \$ 13.50 |
| Part-time Board of Health Secretary | \$ 13.50 |
| Part-time Recycling Inspector | \$ 11.00 |
| Part-time Bus Driver | \$ 15.92 |
| Part-time Summer Rec. Assistant Director | \$ 17.77 |
| Part-time Summer Recreation Senior Counselors | \$ 12.04 |
| Part-time Summer Recreation Counselors (3 to 4 Years) | \$ 11.52 |
| Part-time Summer Recreation Counselors (1 to 2 Years) | \$ 11.00 |
| Part-time Summer Help | \$ 15.92 |
| Part-time Summer Assistant | \$ 11.00 |
| ***Part-time Police Communication Clerks | \$ 20.27 |
| Crossing Guards | \$ 18.08 |
| Police Matron | \$ 20.68 |
| Part-time Laborer, Department of Public Works | \$ 15.92 |
| Part-time Maintenance Worker | \$ 15.92 |
| Intern for Department of Public Works | \$ 11.00 |

* *(Extra work must be authorized by Borough Administrator)

***(Part-Time Police Communication Clerks are to receive time and one half for hours worked on Holidays as per Salary Ordinance).

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.

All ayes. So ordered.

REPORTS:

C/Kinsella spoke about the school schedule, yesterday was the first day back after the second 14-day quarantine, most of the exposures have occurred over the weekend and found on Monday and Tuesday and to avoid this, school will be remote on Mondays and Tuesdays until at least January. Explained that live full day classes will be Wednesday through Fridays and they have not lost any families to stay remote with their children after both quarantines.

C/Surak spoke about the Board of Health Meeting, and next week is the Rabies Clinic, and she is planning on calling people with the Board of Health President to make appointments for the Clinic. Mentioned that there are more people that need vaccinations than the amount of vaccine they get, 50.

Administrator Ciannamea mentioned forwarding the financial consultant's recommendation about the utility proposal.

Mayor Vaccaro spoke about calendar is going to be mailed about to residents with recycling and garbage pickup dates. Mentioned that the numbers for COVID are going up everywhere, and in Moonachie it has gone up 14% in the past month.

Mayor and Council discussed COVID rates and recent guideline changes affecting restaurants.

PUBLIC HEARING: No one wished to be heard.

Motion by C/Bauer and second by C/Cirillo to close Public Hearing.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.

All ayes. So ordered.

Motion by C/Bauer and second by C/Wende to adjourn meeting at 9:16 P.M.

ROLL CALL: Bauer, Cirillo, Kinsella, Martinez, Surak, Wende.

All ayes. So ordered.

ATTEST:

Supriya Sanyal
Borough Clerk