

REGULAR MEETING – MARCH 13, 2017

Pledge of Allegiance.

Roll Call: Commissioner Mahon, Commissioner Gorman, Mayor Magrini

Borough Clerk reads the following statement:

This is a regular meeting of the Board of Commissioners of the Borough of Avon-By-The-Sea and notice of time, date and place has been transmitted to the area newspapers, Avon Board of Education, Avon Public Library and the Avon Post Office in compliance with the rules and regulations of the Open Public Meetings Law.

Fire Exits are located in the direction I am indicating. In case of fire, you will be notified by an alarm bell. If so notified, please move in a calm, orderly manner to the nearest smoke free exit. Thank you.

Motion by Mahon seconded by Magrini that the minutes of the meeting of February 27, 2017 be approved as written.

The Vote:

Aye: All

No: None

Mayor announces that this is the time advertised for second reading and hearing on Ordinance No. 2-2017 entitled:

**“AN ORDINANCE OF THE BOROUGH OF
AVON-BY-THE-SEA ESTABLISHING
SALARIES AND WAGES FOR 2017.”**

BE IT HEREBY ORDAINED by the Board of Commissioners of the Borough of Avon-By-The-Sea, County of Monmouth, New Jersey, the following:

GENERAL PROVISIONS:

1. The following salaries and wages are established as per the Borough Code.
2. Any pay shall be prorated on a per diem basis if necessary.
3. Board of Commissioners shall be able to hire a new employee in any employment designation at a particular salary level anywhere between the starting and maximum base for the designation in recognition of person's previous training and experience.
4. These schedules and provisions shall continue in effect until subsequently amended.
5. With the exception of certain instances especially and separately directed by the Board of Commissioners, the provisions contained in all schedules below shall be paid retroactively to January 1 of the year 2017 as soon as practical after formal adoption of this ordinance on all earnings paid to date.
6. Regular full-time Police salaries are subject to the current contract with the Avon Policemen's Association of Local PBA No. 50.
7. Regular full-time Public Works and Utility salaries are subject to the current contract with the Teamsters Local Union No. 701 which is on file in the office of the Clerk.

8. Regular full-time Supervisors are subject to the current contract which is on file in the office of the Clerk.

9. The Borough Clerk/Administrator is subject to the current contract which is on file in the office of the Clerk (collectively the Supervisors and Borough Clerk shall be referred to herein as "Supervisors").

10. The regular full-time Assistant Borough Clerk, Tax Collector and Administrative Assistant are subject to the current contracts which are on file in the office of the Clerk.

SECTION 1.

Governing Body:

Mayor	\$ 4,500.00
Commissioner	3,000.00
Commissioner	3,000.00

Police Department:

Police Chief	\$128,893.00
Captain	118,610.00
Lieutenant	111,433.00
Sargent	107,828.00

Police Officer hired after 01/01/00

Police Officer (after 8 years)	104,328.00
Police Officer (after 12 years)	104,328.00
Police Officer (after 11 years)	97,838.00
Police Officer (after 10 years)	90,838.00
Police Officer (after 9 years)	85,374.00
Police Officer (after 8 years)	80,395.00
Police Officer (after 7 years)	75,415.00
Police Officer (after 6 years)	70,433.00
Police Officer (after 5 years)	65,454.00
Police Officer (after 4 years)	60,475.00
Police Officer (after 3 years)	56,205.00
Police Officer (after 2 years)	51,936.00
Police Officer (after 1 years)	47,667.00
Police Officer (Probationary)	44,111.00
Police Officer (Academy)	41,264.00

Temporary / part-time / hourly employees – all rates are reflective of employees being paid on an hour-for-hour basis in quarter hour increments rounded to the nearest quarter hour.

Class I Special Officers (hourly)

First Year	13.00
Second Year	13.50
Third Year	14.00
Class I Supervisor	14.00 – 16.00

Class II Special Officers (hourly)

First Year	15.50
Second Year	16.00
Third Year	16.50

School Crossing Guards (Daily)	30.00
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<u>Fire Department</u>	
Fire Chief	675.00
Deputy Chief	560.00
Captain	445.00
First Lieutenant	390.00
Second Lieutenant	340.00
Chief Engineer	295.00
Assistant Engineer	225.00
<u>Borough Office</u>	
Borough Clerk	124,346.00
Tax Collector	52,538.00
Deputy Clerk	57,997.00
Administrative Assistant	36,528.00
<u>Water/Sewer Department</u>	
Superintendent	113,386.00
Part-Time/Seasonal (Hourly)	11.00 – 15.00
Part-Time Assistant Superintendent	3,000.00
<u>Library</u>	
Librarian	57,163.00
Library Aides	9.50 – 18.00
<u>Street / Sanitation Departments</u>	
Superintendent	98,000.00
Employees hired prior to 1/1/05	
Step 9 (after 13 years)	77,397.00
Employees hired after 1/1/05	
Step 16 (after 15 years)	58,986.00
Step 15 (after 14 years)	57,608.00
Step 14 (after 13 years)	56,229.00
Step 13 (after 12 years)	54,885.00
Step 12 (after 11 years)	53,507.00
Step 11 (after 10 years)	52,129.00
Step 10 (after 9 years)	50,751.00
Step 9 (after 8 years)	49,372.00
Step 8 (after 7 years)	47,995.00
Step 7 (after 6 years)	46,371.00
Step 6 (after 5 years)	44,803.00
Step 5 (after 4 years)	41,872.00
Step 4 (after 3 years)	39,132.00
Step 3 (after 2 years)	36,573.00
Step 2 (after 1 year)	34,179.00
Step 1 (probationary-1 st year)	31,944.00
Sanitation/Street Helpers (year round, at will)	12.00 – 14.00
Summer Sanitation Helpers (hourly)	11.00 – 12.00
Summer Street Helpers (hourly)	7.50 – 8.50
Recycle Person	10.50

SECTION 2. The annual salaries of the following Borough Employees are hereby fixed and determined as follows:

Tax Assessor	\$ 8,400.00
Hotel/Rooming House Inspector	575.00
Municipal Judge	19,000.00
Welfare Director	3,650.00

Fire Inspector	3,600.00
Plumbing Inspector	8,600.00
Electrical Inspector	9,500.00
Recreation Director	18,750.00
Chief Financial Director	30,000.00
Emergency Management Coordinator	2,000.00
Assistant Emergency Management Coordinator	2,000.00
Code Enforcement Official	6,500.00
Construction Code Official	38,800.00
Zoning Official	12,000.00
Construction Code Secretary	3,700.00
Recycling Secretary	2,700.00
Property Maintenance	16,000.00
Building Inspector	12,000.00
Fire Code Official	15,700.00
Marina Coordinator	2,500.00
Emergency Management Administrator	10,000.00
FEMA Coordinator	23,000.00
Flood Plain Manager	20,000.00

SECTION 3. The annual salaries of the following Borough Employees are hourly or daily as follows:

Planning Board Secretary	8,000.00
Municipal Attorney	130.00
Municipal Prosecutor	2,100.00 retainer plus 575.00 per session
Assistant Fire Bureau	13.00
Grant Coordinator	25.00 – 30.00
Public Defender	225.00 per session
Skilled Laborer	20.00 – 70.00
Occasional Employees	6.00 – 25.00

SECTION 4. The annual salaries of the following Summer Employees are hereby fixed and determined as follows:

Recreation Director	4,000.00
Beachfront Supervisor	16,000.00
Chief Lifeguard	11,000.00 – 13,500.00
Beach Lifeguards (Daily)	
Captain	115.00
Step 6	104.00
Step 5	100.00
Step 4	94.00
Step 3	89.00
Step 2	85.00
Step 1	82.00
Beach Public Buildings Custodians	11.00 – 12.50
Beach Cleaners	7.00
Beach Cashiers (Daily)	
1-3 years	80.00
4 years and over	85.00
Gate Tenders (Daily)	58.00
Sales Manager (Hourly)	14.75
Pool Clean-Up Person	6.75 – 7.00
Pool Manager	7,500.00
Assistant Pool Manager (Hourly)	15.00

Pool Lifeguards (Daily)	
Step 4	77.00
Step 3	73.00
Step 2	68.00
Step 1	65.00
Pool Cashiers (Daily)	
1-3 years	67.00
4 years and over	72.00

SECTION 5 – OVERTIME. The annual salaries heretofore fixed and determined are based on a forty (40) hour work week for all full time employees. In the even said employees are authorized by the Supervisor of their department to work overtime, said employee shall be entitled to be paid one and one-half times the hourly rate that their annual salaries would equal on a forty (40) hour basis for each hour of overtime. The Police Department and Public Works Department shall be governed by their contract. Overtime pay shall not apply to the Supervisors who are considered to be on call for Borough business at all times; however, compensatory time will be allowed pursuant to their respective contracts.

SECTION 6 – PAID HOLIDAYS. All full time employees will receive fourteen (14) paid holidays off, which must be taken during the calendar year.

SECTION 7 – PAID VACATION. All full time employees with the exception of employees covered by a separate contract are entitled to annual vacation leave according to the following schedule:

New employees – for the first year’s work	1 week
After the first year and up to the tenth year	2 weeks
After the tenth year and up to the twentieth year	3 weeks
After the twentieth year	4 weeks

SECTION 8 – LONGEVITY. All full time non-contractual employees and the Municipal Court Judge shall receive as additional compensation the following:

<u>Beginning with the:</u>	<u>Longevity Amount:</u>
Fifth year of service	2% of base salary
Tenth year of service	4% of base salary
Fifteenth year of service	6% of base salary
Twentieth year of service	8% of base salary

All contractual employees shall receive additional compensation pursuant to their respective contracts. Longevity will be paid during the first pay period of December of that year and will not be a part of the monthly earnings.

Does not apply to employees hired after January 1, 2016.

SECTION 9 – PERSONAL DAYS. All full time employees shall be entitled to personal days pursuant to their respective contracts.

SECTION 10 – HEALTH INSURANCE. The Borough shall provide full time Borough employees with health insurance coverage as provided by the applicable contract. Other than police officers, Borough employees shall contribute 1.5% of their base salary towards the cost of health insurance. Police Officers shall contribute 1.75% of their base salary or any other deductions as required by Chapter 78, P.L. 2011 towards the cost of health insurance.

The Borough shall continue to pay premiums for any Borough employee who has retired after not less than twenty-five (25) years of full time service until said employee reaches the age at which time he/she is entitled to and eligible to enroll in the Medicare program as their primary insurer. The Borough shall pay for the secondary/supplemental insurer.

SECTION 11 – SICK TIME. Full time employees shall be entitled to sick days pursuant to their respective contracts.

SECTION 12 – TERMINAL LEAVE. All full time employees shall be entitled to terminal leave pay pursuant to their respective contracts.

SECTION 13. All other terms and conditions of the contracts of the Police Department, Public Works Department, Borough Supervisors, Borough Clerk, Deputy Clerk, Tax Collector and Administrative Assistant between the parties are hereby ratified and reconfirmed.

SECTION 14. This ordinance shall take effect upon final passage and publication according to law, and shall be retroactive to January 1, 2017.

Would anyone like to be heard on the above ordinance? No one.

Motion by Mahon seconded by Magrini that the above Ordinance No. 2-2017 be approved on second reading and its passage published in a newspaper as required by law.

The Vote:

Aye: All

No: None

RESOLUTION offered by Mahon seconded by Magrini authorizing a lien be placed on a property for failure to comply with growth and property maintenance violations,

WHEREAS, the following property has received notices that their property was in violation of Chapter 76 of the Code of the Borough of Avon-by-the-Sea, and

WHEREAS, the property owner failed to abate the violations within the time limits, and the public works cut the grass and abated the violation and a tree company will be hired to cut down the hazardous tree,

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Avon-by-the-Sea, that the Tax Collector is hereby authorized to place a Municipal Lien on the following property:

503 Woodland Avenue – Block 14 Lot 3 for the amount of \$842.56

The Vote:

Aye: All

No: None

RESOLUTION offered by Magrini seconded by Mahon that

WHEREAS, the Governing Body of the Borough of Avon-By-The-Sea desires to further the public interest by obtaining a grant from the State of New Jersey in the amount of approximately \$472,750 to fund the following project:

SYLVAN LAKE LIVING SHORELINE PROJECT

NOW, THEREFORE, BE IT RESOLVED that the Governing Body authorizes Timothy Gallagher or the successor to the office of Borough Administrator (a) to make application for such a grant, (b) if awarded, to execute a grant agreement with the State for a grant in an amount not less than \$472,750 and not more than \$472,750, and (c) to execute any amendments thereto which do not increase the Grantee's obligations.

BE IT FURTHER RESOLVED that the Grantee agrees to comply with all applicable federal, State, and municipal laws, rules, and regulations in its performance pursuant to the agreement.

The Vote:

Aye: All

No: None

RESOLUTION offered by Mahon seconded by Magrini that the contract for the 2017 Sanitary Sewer Repairs be awarded to Jo-Med Contracting Corp., Elizabeth, NJ for the price of \$33,800.00.

The Vote:

Aye: All

No: None

Motion by Magrini seconded by Gorman that the bills in the amount of \$443,190.39 be approved for payment.

The Vote:

Aye: All

No: None

Department Head reports:

Karl Klug, Water Supt. – working with contractors for sewer project.

Mike Pelech, Lt. Pol. Dept. – reminded everyone about alternate side parking during upcoming storm tonight.

Scott Hauselt, DPW Supt. – prepared for storm; shared services with Bradley Beach going well; we have ordered a new garbage truck.

Barry Cooke, Attorney – we had the lowest number of tax appeals in the 11 years he has been our attorney – one.

Charlie Rooney, Engineer – pre-constr. Mtg. with contractor for sewer project that was awarded at the last mtg. Looking to start in April. The contract that was awarded tonight will be a similar schedule. These 2 contracts should pretty much conclude our sewer work. We are continuing to work on the last phase of lane paving to be done in the fall.

Mayor said that we have 4 boats slips rented at the marina.

Mayor asks if anyone would like to be heard?

Someone asked about what new ideas were being discussed to curtail the crowds & garbage on the beach? Why continue to allow eating on the beach? Banning food would create less garbage. Why not paid parking?

Magrini, Mahon & Gorman took part in discussion: there was an increase in number of police officers and increased times of cleaning by DPW last year; paid parking not a good source of revenue and wouldn't improve parking problems; not in favor of banning picnicking on the beach right now as it has been a tradition for many years, but do have an ordinance that doesn't allow tables and food prep. on the beach that may cut down on amounts of food.

Scott Hauselt, DPW Supt. says the amt. of garbage on the beach is not from food that people bring, but a lack of recycling by beach patrons.

Someone complained about dumpsters being dropped off before 8 a.m. Commissioners will look at noise ordinance.

Motion by Magrini seconded by Mahon that being there is no further business, the meeting is adjourned.

The Vote:

Aye: All

No: None

John B. Magrini, Mayor

Robert Mahon, Commissioner

Francis E. Gorman, Commissioner

**Timothy M. Gallagher, RMC
Borough Clerk**