

**CAMDEN COUNTY
BOARD OF CHOSEN FREEHOLDERS MEETING
MARCH 17, 2010 - 7:00 P.M.
COLD SPRINGS SCHOOL
1194 MARKET STREET
GLOUCESTER CITY, NJ 08030**

The meeting was called to order by Director Louis Cappelli, Jr. at 7:00 p.m. The Director asked the Clerk to call the roll and the following Freeholders answered to their name:

PRESENT: GRECO, LEONARD, MCCRAY, NASH, RODRIGUEZ, MCDONNELL,
CAPPELLI

Director Cappelli stated that adequate notice of this meeting has been provided in accordance with the Open Public Meetings Act.

Director Cappelli asked everyone to stand for the Pledge of Allegiance and called upon Ms. Louisa Llewellyn, President of the Board of Education to lead everyone in the Pledge of Allegiance. The Director then called upon Sarah Gilliard, Gloucester City Junior-Senior High School student, to sing the National Anthem.

Ms. Llewellyn announced that over the years we changed the Pledge of Allegiance and I would like to get back to the original. She said there will be no pause when you say, "One National under God" it goes right straight through then you pause.

Director Cappelli thanked both Ms. Llewellyn and Ms. Gilliard for their participation.

Director Cappelli announced that if requested, the County has large print agendas for the visually impaired. He said if you require large print, please see the Clerk.

Director Cappelli welcomed everyone. Director Cappelli said we are very pleased to be here in Gloucester City on St. Patrick's Day, which is the second time since I have been a Freeholder that this has happened. It is the practice of the Board of Freeholders to hold our meetings each month in one of our municipalities outside the County seat of Camden so all members of the public will have full access to our meetings. The Director said as is customary, we will begin tonight by asking the members of the governing body in Gloucester City to come forward. Council members John Hutchinson and Nicholas Marchese, Jr. were present.

Director Cappelli said we are very proud of the governing body here in Gloucester City. It is a governing body that is very progressive working very hard on a lot of issues, especially economic development. The Director said that has been a very challenging issue not only for Gloucester City but for municipalities throughout the Nation at this point. He said Gloucester City has been working very hard, they have some great plans on the board and I just want to thank the members of Council for coming out tonight.

Councilman Marchese thanked everyone for coming out this evening and wished everyone a Happy St. Patrick's Day. We are glad you are here. He also thanked the Freeholders for being here tonight - they have been a great help to us over the past years and we look for their continued help over the next few years.

GIFT DONATION

Director Cappelli said as we go from town to town we ask the governing body for the name of a non-profit organization in town that is making a special contribution to the community so that the Board of Freeholders can make a small donation in recognition of that group. The governing body in Gloucester City has selected the Gloucester City Shade Tree Commission to be recognized tonight. This Commission was formed in 2010. Its mission statement is to nurture and safeguard the population of all street, park and municipality owned trees. He said we talked about economic development and trees go hand and hand because green-space and trees are very important and very attractive to bring businesses into a municipality and it is also good for your neighborhoods, to maintain your trees and to beautify your streets in order to preserve property values. Each spring and fall the Commission runs a tree-planting event to get the community involved in keeping Gloucester City green. The Director said we are very proud of this Commission. He then presented the Council Members with a donation for the Gloucester City Shade Tree Commission.

COMMUNITY AWARD

Freeholder Greco asked Martin O'Connor and his family to come forward as well as the Superintendent of Schools. Freeholder Greco said I was reading this Proclamation and I got excited because it said on it an educator for 38 years announced his retirement. He said I thought it was actually for me because I am an educator for 38 years and I did announce my retirement but I am retiring from the Gloucester Township Public Schools and Martin is retiring from the Gloucester City Public School. Freeholder Greco said for those of you who don't know Martin but I feel most of you do, Martin is retiring after 38 years with the Gloucester City School System. He was hired back in 1972 as a Physical Education Teacher. He became a Sixth Grade Teacher at the Highland Park School. He has been a teacher, an assistant principal and principal over the course of time he was here in Gloucester City. He was a graduate of Glassboro State College and he earned his M.A. in Curriculum Development back in 1977. Freeholder Greco said Martin was born in Woodbury and has made Gloucester City his home. He and his wife met while they were teaching. His wife is a Second Grade Teacher. They have four children. Freeholder Greco said Martin's leadership will be missed obviously by the Gloucester City Board of Education and by his students. The Freeholder then read the Proclamation.

Superintendent of Schools came forward to say a few words. The Superintendent said he has served with Mr. O'Connor for four years. He said Mr. O'Connor has a quiet leadership style that is to be admired. The best thing you can say about Mr. O'Connor is that his staff and students admire and respect him and they will do whatever he asks them to do. He does not have to be very aggressive about what he wants and they anticipate it. They love him truly; the town loves him and I have learned a lot; and I too, as corny as it sounds, love his style and his personality and I've learned a lot from him working with him in Gloucester City. Congratulations and we really will miss him, believe me!

Mr. O'Connor thanked the Freeholders for this honor. He thanked all the people who are here tonight. He said it has been a wonderful 38 years. I have been very fortunate to work in a wonderful community with great kids, great staff and as you know, my first year I met Joanne and got married and raised our kids here. I was working at Costello School about a mile from my house so I wanted to cut my commute time down to half a mile and

now we live about 6 blocks from here. It is nice to walk home from school in the afternoon. It is a great community and I'm thankful for the past 38 years. I am thankful for this community and my family. Thank you very, very much!

Freeholder Greco added that he just found out Mr. O'Connor is doing the same thing he is doing. He said I am retiring and I'm keeping my wife working for the next couple of years. His wife will be working as well - it is an interesting process. Thank you and congratulations!

Director Cappelli acknowledged and welcomed Sheriff Charles Billingham and County Clerk, Joseph Ripa and former Freeholder Tom Gurick.

EMPLOYEE OF THE MONTH

Freeholder Nash welcomed everyone and wished everyone a Happy St. Patrick's Day. Freeholder Nash said I have the good fortune tonight of introducing to you the person who has been selected as Camden County's Employee of the Month. It is an especially big honor for me because we have been reading and seeing on the TV about public employees. There have been so many controversies about employees and benefits and most recently, I think, public employees have been receiving a bad name and I think that is very unfortunate. The Freeholder said when you have been in government as long as I have, you know that there are hundreds and thousands of dedicated public employees with the Fire Company, Police Department and the Department that I oversee and that is the Parks Department. Freeholder Nash said I come in contact with residents throughout Camden County - 510,000 residents. One of the most popular uses of Camden County is our Parks. The people behind the scenes who do such a great job to make sure the grass is cut, permits are given, softball games are played, playgrounds are safe and those are the men and women who work in our great County Parks Department. Tonight, we are going to recognize one of the very special people who do that behind the scenes. Freeholder Nash called up Josie Ciranni Gambale.

Freeholder Nash said Josie is a clerk in the office and the clerk does exactly what you think a clerk does but she does so much more because she is involved in every aspect of our Parks Department. She answers the phones when people call; she returns all the calls; she schedules meetings; she does all the filing, copying and mailing; she interfaces with thousands of constituents; she coordinates information for our resolution; she does the facility management for our Request for Proposal; she sends out all the thank you letters and purchasing quotes and she does all the research in that Department. For example she works on one of our biggest problems - geese management. She oversees also as best as she can to be sure our Parks are smoke-free. Freeholder Nash said for that we want to recognize you for all the hard work that you do and we know that you do a great job. He said she always does it with a tremendous smile on her face. For all you do, we want to recognize you as Camden County's Employee of the Month. Congratulations, Josie!

Freeholder Nash said Caren Fishman who recently retired as our Parks Director could not be here tonight - she wanted to be but she had to take her Aunt to the hospital tonight. She expressed her regrets.

Freeholder Nash said the County has a couple of things for you - one is a beautiful clock, with your name, identifying you as Employee of the Month for March 2011 and a savings bond.

Josie thanked the Freeholders.

Director Cappelli said I would also like to recognize another County Employee tonight who is retiring after many, many years of service. He has been overseeing our Buildings & Operations for many years - Rob Mauriello. The Director thanked Rob for his years of service.

PROCLAMATION

Freeholder Rodriguez welcomed everyone. Freeholder Rodriguez said tonight I have the pleasure of giving a Proclamation to a wonderful lady, which we all refer to as Connie Jackson (Yocantalie Jackson). Freeholder Rodriguez said I think everyone on this Freeholder Board knows Connie Jackson and usually when we talk about Connie, we always say "Thank you", "Thank you for all the great things that you do for our Community for your service, for everything you do". You do a wonderful job in so many different ways. Freeholder Rodriguez said today I have the privilege of not saying, "Thank you" but rather saying, "Congratulations". Freeholder Rodriguez said for those of you who do not know when we had the Grammy Award, our very own Connie Jackson was one of the nominees from Camden County. Freeholder Rodriguez said Connie Jackson is a well-known Gospel singer, who began her career at the age of 13. She recently contributed to the CD Healthy Food for Thought - Good Enough to Eat, which was nominated for a Grammy earlier this year. She has also recorded with Grammy award winners, Walter and Edwin Hawkins. She is also a talented business woman. Connie is the President and CEO of Jackson Associates Group, a Construction Management Firm. She has guest-lectured at Drexel and Rutgers and is President of the National Association of Minority Contractors, New Jersey Chapter. Freeholder Rodriguez said this is one amazing woman, who we are recognizing on this Woman's History Month. I think it is very appropriate and presented her with the Proclamation. The Freeholder asked Ms. Jackson to share her experience at the Grammy Awards.

Ms. Jackson said first of all I would like to thank Freeholder Rodriguez and the entire Camden County Freeholder Board for this acknowledgment. She thanked God. She said it was really always something I had dreamed about. She said as a writer and a singer, I would watch the Grammy's on television. You always said, "I want to be there" - never thinking that you really would. She said I was fortunate enough to contribute. Some of the other things on that was to be on the project with them. Julian Lennon, John Lennon's son, was on that project. Ms. Jackson said just the walk on the Red Carpet, when I actually walked on the Red Carpet, behind me was Lady GAGA. She was in a bubble - no one got an opportunity to talk to her. It was really a great opportunity to walk on the red carpet. When you walked on the Red Carpet, you heard this thunderous applause and the only thing I could think of in my mind was okay, they probably don't know who I am but because I am walking on this Red Carpet, she must be somebody! She said she was interviewed by a number of stations - one International and one in L.A. It was a great opportunity to represent Camden County and our town. She said it was my first time but it won't be my last!

Freeholder Rodriguez said I just want to say one last thing. Connie, Camden County KNOWS who you are!!

The Director then continued with the agenda.

MINUTES

Director Cappelli said the next order of business is the Minutes of our previous meeting and asked for a motion to accept the Minutes as presented. Freeholder Rodriguez made a motion to adopt the Minutes with a second by Deputy Director McDonnell and on roll call:

AYE: LEONARD, NASH, RODRIGUEZ, MCDONNELL, CAPPELLI
ABSTAIN: GRECO, MCCRAY

CORRESPONDENCE

Director Cappelli then asked the Clerk of the Board if there was any correspondence. The Clerk answered that there was no correspondence.

COMPTROLLER

Director Cappelli asked for a motion to adopt the Comptroller's Report. Freeholder Greco made a motion to adopt the Comptroller's Report with a second by Deputy Director McDonnell and on roll call, all Freeholders present voted aye.

Director Cappelli said before getting to the public portion of the meeting, I would like to introduce our newest Freeholder, Scot McCray. The Director said we welcome you aboard; he is replacing the Great Riletta Cream. The Director said we are very excited to have a young man of his intelligence and energy. We look forward to it.

Director Cappelli announced that the next portion of this meeting is open to the public for discussion on the Resolutions that the Freeholders are going to be acting upon this evening. He said there will be another public session after the meeting, at which time the public can ask any questions they want regarding the business of the County or anything else they wish to talk about. Director Cappelli said that he asks that this portion of the public hearing be limited to the Resolutions that the Freeholders are going to be voting on.

Director Cappelli then declared the public hearing open.

Karl Walko, President of Camden County Council #10 addressed the Freeholders and said I have a number of comments or questions about a few Resolutions. He said I will go through them quickly in case there is a time limit and then ask you to provide answers.

Mr. Walko said with regard to Resolution 55, contract for Labor Counsel. Mr. Walko said our view is that the County should be doing this in-house. Somebody should be looking at it after your interest. Somebody inside the County should be looking after your interest - somebody with experience with the Contract. Mr. Walko said I know who to expect in the negotiations and with other Labor issues - it's not that I don't think they are professionals but I think they have an interest in their firm and not necessarily with the County. Mr. Walko said our experience has been in other places that contract discussions can stretch out because there's no interest by the Counsel to bring them to a conclusion. As long as they go on, Counsel gets paid.

Director Cappelli responded to Mr. Walko and said there are two issues there. First, the reason we are hiring this firm is because of the new rules and regulations concerning the Interest Arbitration Process which puts new time guidelines. We simply

don't have the in-house staff right now to handle that matter. This is a firm that we appointed temporarily. Director Cappelli said our goal and we have an ad going in the Law Journal this week, is to hire a full-time Labor Counsel for the sole purpose of providing labor services to Camden County and to all of our agencies as well. The Director said, we agree, it should be somebody in-house. We will be having somebody in-house hopefully within the next month or so.

Mr. Walko said I have a similar comment, related to Resolution 36 which is the Insurance Commission. It really doesn't address the Resolution but it is the comment about having an Insurance Director. Mr. Walko said our view is that you should have somebody looking after Camden County's interest regarding Health Insurance and regarding all insurance. Right now you are depending on the Broker to look after your interests and I am not saying the Broker isn't professional. I've dealt with representatives from the Broker but the Broker is interested in the Broker primarily. Their interest is that they make sure that they are making money. I don't think they are dishonest but I do think you need somebody to make sure that you look after them. I understand and I actually have said in the past, that I think it would be worthwhile to hire and pay what it costs to get a good Insurance Director. Mr. Walko said I understand what's going on now and I don't know that it is worth spending it right now but I want to put it on the table. If you can get somebody in there - I think it is greatly in your interest to have somebody looking after insurance for you inside Camden County government.

Mr. Walko then said he has three questions. First, the PCFA rolling into the CCIA - I don't understand why it's being done - I am not necessarily against it but I would like an explanation. Director Cappelli responded and said what we have done as part of the Transformation Initiative is to identify areas in our government and in some of our agencies where we think we can achieve some new efficiencies in cost savings. One of the areas is the PCFA. Improvement Authorities are authorized to operate landfills in the State of New Jersey and many Improvement Authorities actually do that. What we will do by rolling the PCFA into the CCIA will be to create efficiencies. We will eliminate the duplication of lots of services - professional services such as lawyers, accountants, some back office operations will be eliminated as well. We are going to streamline that Authority into the CCIA and still maintain the level of operations that are currently taking place. He said we have a certain obligation at the Landfill while eliminating costs. We believe in the first year alone, we should save close to a half-million dollars as a part of this process and in years going forward, we should be able to save about \$150,000.00 per year. Mr. Walko asked if there was a reason it wasn't done before. Director Cappelli said, yes, there was debt - we couldn't do this until the bonds were paid off.

With regard to Resolution 34, Mr. Walko asked about the retirees prescription program. What is it that you are doing? Director Cappelli responded and said we are going to increase the co-pay on prescriptions for retirees. Mr. Walko asked is that it? What will the co-pays be? It will be \$6/\$11/\$26. It will be the lowest co-pay of any employees. That is going to be a saving through plan management of \$1.2 million per year.

The last question is the Buildings & Operations bid - what happened with the Plan? He said the bid was rejected, correct? Director Cappelli said that is correct and it is going to be re-bid. Mr. Walko asked if the Director expected it to be approved for next month. The Director said he believed so. Mr. Walko

asked if it was a technical problem. There is a successful bidder out there except for a technical issue? What's going to happen between April 4th, and when you have it approved next month? Mr. Vesper responded and said we are getting quotes for janitorial services just for those few weeks.

There being no one wishing to speak, the Director asked for a motion to close the public portion. Deputy Director McDonnell made a motion to close the public portion with a second by Freeholder Nash and on roll call, all Freeholders present voted aye.

Director Cappelli said that at our Caucus on Tuesday evening, the Board of Freeholders reviewed the resolutions to be acted upon tonight. He said it was at that time that the Board discussed items to be voted on and we will be voting on resolutions in blocks based on unanimous consent of the Freeholders.

RESOLUTIONS

Resolutions 1 through 11 were adopted upon motion by Deputy Director McDonnell with a second by Freeholder Nash and on roll call, all Freeholders present voted aye.

1. Resolution authorizing an award of contract, pursuant to the Solicitation of Quotations, by and between the County of Camden (Department of Corrections) and Diversified Storage Solutions, Inc., for the purchase of a high density storage system and warehouse pallet rack system, in an amount not to exceed \$30,451.00 - CAF #9900159289.
2. Resolution authorizing an award of contracts (Bid A-5), by and between the County of Camden (Department of Corrections and Juvenile Justice Facility) and various vendors for the provision of clothing and linens.
3. Resolution ratifying the submission of a grant application, by the County of Camden (Department of Corrections) to the U.S. Department of Justice for the "Second Chance Act -Technology Careers Training Demonstration Projects for Incarcerated Adults and Juveniles" for the period July 1, 2011 to June 30, 2012.
4. Resolution ratifying the award of contract, by and between the County of Camden (Office of the Prosecutor) and Dell Marketing, LLC (State Contract A-77003), for the provision of software maintenance, in an amount not to exceed \$85,000.00 - CAF #9900158176 in the amount of \$25,000.00. Balance of funding is contingent upon the availability and appropriation of funds in the 2011 temporary and/or permanent budget.
5. Resolution ratifying the submission of a grant application, by the County of Camden (Office of the Prosecutor) to the N.J. Division of Criminal Justice for the "Project Safe Neighborhood Grant" for the period January 1, 2011 to June 30, 2011.
6. Resolution ratifying the submission of a grant application, by the County of Camden (Office of the Prosecutor) to the N.J. Division of Criminal Justice for the "Victims of Crime Act (VOCA)" grant for the period May 1, 2011 to April 30, 2012.
7. Resolution authorizing an award of contract, pursuant to the Solicitation of Quotations, for the Office of the Sheriff with Havis, Inc., for the provision and installation of prisoner

transport inserts to two (2) department vehicles, in an amount not to exceed \$34,333.82. CAF #9900156922.

8. Resolution authorizing a contract amendment, by and between the County of Camden (Department of Public Safety & Juvenile Justice) and V-Comm Telecommunications Engineering, L.L.C., for the provision of additional consulting services relative to the telecommunications project.

9. Resolution authorizing the adoption of the Camden County Department of Public Safety and Juvenile Justice, New Jersey Multi-Jurisdictional Hazard Mitigation Plan under the Disaster Mitigation Act of 2000 (P.L. 106-390) (DMA 2000) and associated Federal Regulations published under 44 CFR Part 201.

10. Resolution authorizing the submission of a grant application, by the County of Camden (Department of Public Safety & Juvenile Justice) to the N.J. Office of Homeland Security & Preparedness for the FY'08 Interoperability Emergency Communication Grant Program.

11. Resolution approving personnel actions requested by or on behalf of Freeholder Greco.

Resolution 12 was adopted upon motion made by Deputy Director McDonnell with a second by Freeholder Rodriguez and on roll call:

12. Resolution authorizing a Pre-Qualified Pool of Architects and Engineers, pursuant to a publicly advertised Request For Proposals, for the provision of professional services for various Camden County projects for the County of Camden and its Agencies and Authorities.

AYE: GRECO, LEONARD, MCCRAY, RODRIGUEZ, MCDONNELL
CAPPELLI
ABSTAIN: NASH

Resolutions 13 through 23 were adopted upon motion by Freeholder Greco with a second by Deputy Director McDonnell and on roll call, all Freeholders present voted aye.

13. Resolution authorizing an award of contracts (Bid A-8), by and between the County of Camden (Department of Buildings & Operations) and various vendors for the provision of Janitorial Supplies, Paper Products and Liners, under the Camden County Cooperative Pricing System CCCPS-57.

14. Resolution rejecting Bid A-6 (Facility Management Services) due to substantial revisions of the bid specifications.

15. Resolution approving personnel actions requested by or on behalf of Freeholder McCray.

16. Resolution authorizing an award of contract (Bid A-9), by and between the County of Camden and various landscaping contractors for grass cutting, trimming and grounds keeping for various Camden County Parks and properties under the Camden County Cooperative Pricing System CCCPS-57.

17. Resolution authorizing Change Order No. 1, (Bid A-5/2010), by and between the County of Camden (Department of Parks) and Ernest Bock and Sons, Inc., for miscellaneous changes and revisions to the construction of the Camden County Environmental Center, in the amount of \$14,592.00 - CAF #9900159521.

18. Resolution ratifying Agreements of Sale, between the County of Camden (Department of Parks) and the State of New Jersey (Department of Transportation) as they relate to the sale of lands by deed/easement for the "Route 30/130 Collingswood/Pennsauken (Phase B) Section 1 Project, in the amount of \$497,850.00.

19. Resolution amending the Agreement, between the County of Camden (Department of Parks) and the New Jersey Department of Environmental Protection, Green Acres program relative to the grant and loan application for the Camden County Environmental Center.

20. Resolution authorizing approval of signatories for all Camden County Parks Department permits.

21. Resolution approving personnel actions requested by or on behalf of Freeholder Nash.

22. Resolution ratifying and authorizing an award of contracts, pursuant to a publicly advertised Request For Proposals, by and between the County of Camden (Department of Health & Human Services) and various Local Advisory Committee on Alcohol and Drug Abuse (LACADA) recommended agencies for the provision of alcohol treatment, education and prevention services for the period January 1, 2011 through December 31, 2011.

23. Resolution authorizing an award of contract, pursuant to a publicly advertised Request For Proposals, by and between the County of Camden (Department of Health & Human Services, Community Health Services) and Chance to Change, LLC., for the provision of professional Intoxicated Driver Resource Center (IDRC) education, and training services.

Resolution 24 was adopted upon motion by Freeholder Rodriguez with a second by Deputy Director McDonnell and on roll call:

24. Resolution authorizing an Agreement, by and between the County of Camden (Department of Health & Human Services) and Rutgers The State University of New Jersey (Camden College of Arts & Sciences - Department of Nursing) to provide nursing students with clinical experience to the County's Health Programs for the period January 1, 2011 through December 31, 2011.

AYE: GRECO, MCCRAY, NASH, RODRIGUEZ, MCDONNELL
CAPPELLI
ABSTAIN: LEONARD

Resolutions 25 through 32 were adopted upon motion made by Deputy Director McDonnell with a second by Freeholder Leonard and on roll call, all Freeholders present voted aye.

25. Resolution amending Resolution No. 48, adopted May 20, 2010 to reflect the name change of World Harvest Christian Center to Life in Christ Ministries, Inc.

26. Resolution authorizing the regulation of local, unregulated, underground storage tanks throughout the County of Camden, in accordance with the proposed procedural and enforcement guidelines of the County of Camden Department of Health & Human Services.

27. Resolution authorizing an award of contracts, pursuant to a Competitive Contracting Request For Proposals #11-01, by and between the County of Camden (Department of Health & Human Services, Division of Senior & Disabled Services) and various vendors for the Personal Assistance Services Program for the period April 1, 2011 through December 31, 2011.

28. Resolution authorizing a Lease Agreement and award of contract, for the YES Facility and the Center for Family Services for the provision of seven family court beds, in an amount not to exceed \$315,000.00 - CAF #9900159456 in the amount of \$78,750.00. Balance of funding is contingent upon the availability and appropriation of funds in the 2011 temporary and/or permanent budget.

29. Resolution approving personnel actions requested by or on behalf of Freeholder Rodriguez.

30. Resolution amending the 2011 temporary budget.

31. Resolution authorizing budgetary transfers in the 2011 Reserve Fund.

32. Resolution authorizing a contract amendment with Bowman and Co., LLP (Resolution No. 49, adopted November 18, 2010) for the provision of Arbitrage calculation, in the amount of \$20,000.00 - CAF #9900159333.

Resolutions 33 and 34 were adopted upon motion made by Freeholder Rodriguez with a second by Freeholder Leonard and on roll call:

33. Resolution authorizing reimbursement by the County of Camden (Division of Insurance) to Conner Strong for payment of medical stop loss premium, in an amount not to exceed \$991,157.04. Funding is contingent upon availability and appropriation of funds in the 2011 temporary and/or permanent budget.

34. Resolution authorizing a modification to the Camden County Retiree Prescription Benefit Plan.

AYE: GRECO, LEONARD, MCCRAY, RODRIGUEZ, MCDONNELL,
CAPPELLI
ABSTAIN: NASH

Resolutions 35 through 52 were adopted upon motion made by Freeholder Leonard with a second by Freeholder Rodriguez and on roll call, all Freeholders present voted aye.

35. Resolution authorizing an award of contract, pursuant to a publicly advertised Request For Proposals, by and between the County of Camden (Division of Purchasing) and Ignarri-Lummis Architects for provision of Specification Writing Services, in an amount not to exceed \$33,000.00 - CAF#9900159462 in the amount of \$6,500.00. Balance of funding is contingent upon the availability and appropriation of funds in the 2011 temporary and/or permanent budget.

36. Resolution appointing Commissioner and Alternate Commissioner to the Camden County Insurance Fund Commission.

37. Resolution authorizing a substitution in the amount of \$650.00 to provide financing for the installation of security equipment in the Office of the Surrogate.

38. Resolution amending Resolution No. 2, (adopted January 5, 2011) establishing committees, committee appointments, and establishing departmental organizations.

39. Resolution amending Camden County Policy and Procedure No. 52.1 - Donated Leave Program.

40. Resolution amending Camden County Policy and Procedure No. 62.1 - Family & Medical Leave.

41. Resolution authorizing a Shared Services Agreement, by and between the County of Camden and the Camden County Health Services Center for the provision of healthcare management services for the Camden County Department of Health & Human Services.

42. Resolution conceptually approving the dissolution of the Camden County Pollution Control Financing Authority (PCFA) and transferring ownership and the assets of the PCFA including the Pennsauken Sanitary Landfill to the Camden County Improvement Authority.

43. Resolution authorizing inclusion of a Project Labor Agreement, pursuant to N.J.S.A. 52:38-1 et seq., in the Camden County Technical Schools roof replacement project.

44. Resolution authorizing a Shared Services Agreement, by and between the County of Camden and the Camden County Technical Schools relative to the roof replacement project for the Camden County Technical Schools.

45. Resolution authorizing the sale of the Camden County Regional Emergency Training Center and Ordinance Firing Range, pursuant to N.J.S.A. 40A:12-13, to Camden County College.

46. Resolution authorizing an award of contracts, by and between the County of Camden (Office of Information Technology and Telecommunications) to Verizon Select Services, Inc., (State Contract A-42285) for the provision of a VoIP system and Verizon Network Integration Corp. for the provision of networking equipment and installation services, in an amount not to exceed \$991,981.81 - CAF #'s 9900159438, 9900159523.

47. Resolution authorizing an award of contract, pursuant to a publicly advertised Request For Proposals, by and between the County of Camden (Office of Community Development) and Mullin & Lonergan Associates, Inc., for the preparation of the Camden County Consolidated Plan for FY'2011, in an amount not to exceed \$7,500.00, and to provide technical assistance on an "as needed" basis, in an amount not to exceed \$7,500.00 - CAF #9900159123.

48. Resolution authorizing an award of contract, 2nd Year Option (Bid A-2/2010), by and between the County of Camden (Division of Special Events) and Proof Productions, Inc., for the provision of maintenance services to the Wiggins Park Stage, in an amount not to exceed \$79,000.00 - CAF #9900159251 in the amount of \$20,000.00. Balance of funding is contingent upon the availability and appropriation of funds in the 2011 temporary and/or permanent budget.

49. Resolution authorizing agreements for the sale of alcoholic beverages by authorized non-profit organizations or vendors at various events.

50. Resolution amending the contract with Image and Attitude (Resolution No. 85, adopted July 22, 2010), by and between the County of Camden (One Stop) for the provision of clothing assistance to increase the authorized TANF slots as well as the funding for an increase of \$4,696.92 - CAF #9900159317.

51. Resolution amending Resolution No. 67 (adopted February 17, 2011) to approve and execute signature for the Camden County Workforce New Jersey Area Contract, Program Year 2008,

Modification #6 for funds covering the period July 1, 2008 through June 30, 2009.

52. Resolution amending Resolution No. 68 (adopted February 17, 2011) to approve and execute signature for the Camden County Workforce New Jersey Area Contract, Program Year 2009, Modification #4 for funds covering the period July 1, 2009 through June 30, 2010.

Resolution 53 was adopted upon motion made by Deputy Director McDonnell with a second by Freeholder Rodriguez and on roll call:

53. Resolution authorizing a Lease Agreement, pursuant to the Solicitation of Quotations, by and between the County of Camden (One Stop) and Collingswood Foundation for the Arts for the rental of the Collingswood Grand Ballroom on April 6, 2011 to provide a Job Fair, in an amount not to exceed \$2,450.00 - CAF #9900159313.

AYE: GRECO, LEONARD, MCCRAY, NASH, RODRIGUEZ, MCDONNELL
ABSTAIN: CAPPELLI

Resolution 54 was adopted upon motion made by Freeholder Rodriguez with a second by Deputy Director McDonnell and on roll call, all Freeholders present voted aye.

54. Resolution authorizing a Memorandum of Understanding, between the Camden County One Stop Career Center (CCOSCC)/Camden County Workforce Investment Board (CCWIB), and the Title V Senior Community Service Employment Program (SCSEP) Operators.

Resolution 55 was adopted upon motion made by Freeholder Rodriguez with a second by Freeholder Leonard and on roll call:

55. Resolution authorizing Agreements, pursuant to a publicly advertised Request For Proposals, by and between the County of Camden (Office of County Counsel) and various law firms for the provision of Special Counsel, Conflicts Counsel and Labor Counsel services.

AYE: GRECO, LEONARD, MCCRAY, RODRIGUEZ, MCDONNELL,
CAPPELLI
ABSTAIN: NASH

Resolutions 56 through 61 were adopted upon motion made by Deputy Director McDonnell with a second by Freeholder Nash and on roll call, all Freeholders present voted aye.

56. Resolution authorizing settlement in the matter entitled "Amanda L Brickner v. Aqua New Jersey, Inc., County of Camden, et al."

57. Resolution authorizing Workers Compensation settlements.

58. Resolution authorizing settlement in the matter entitled "Small v. Whittick and the County of Camden".

59. Resolution authorizing settlement in the matter entitled "Lasky v. County of Camden".

60. Resolution authorizing settlement in the matter entitled "Goodwill v. County of Camden and Camden County Workforce Investment Board".

61. Resolution approving personnel actions requested by or on behalf of Freeholder Director Cappelli.

Resolution 62 - No motion made - Resolution fails.

62. Resolution acknowledging personnel actions requested by or on behalf of constitutional or statutory offices.

The Director announced that the meeting is now open to the public for any topic the public would like to bring before the Board.

Karl Walko, President of Council #10 addressed the Freeholders. He said I first want to go over about what I spoke about last month. Let's start with furloughs - I want to reiterate Council #10's position. As you know, we have taken legal action to fight furloughs. The position is that they should be negotiated. As you also know, we are discussing the furloughs with County officials. This is what I told County officials but I want the Freeholder Board to be aware of it. We will discuss and I am sensitive to people losing their jobs, however, as I said we are also aware of what happened in the City where people were furloughed for 26 weeks and then laid off. That makes no sense to us - they were tortured and then they were economically killed. If we are going to come to an agreement on furloughs, it is our view that the agreement would have to be reached with an idea with a two-year plan essentially that the people that remain are going to remain. We are not going to have furloughs this year and then more lay-offs next year. That is our goal. I don't know that it can be completely guaranteed to the Union but the Union is looking for a guarantee on what this means and if we are going to come to an agreement we want to understand what we are being guaranteed. We will talk about it but that is our goal. If the County can't afford because of the 2 percent cap, because of the taxes you didn't raise in past years, if you can't afford it then let's just get to it. I don't see any advantage to any of the employees to be tortured and then economically killed. That is where we are.

There are quite a number of those that are facing lay-offs for those long-term employees. He said I am concerned about each and every employee but there are people out there who are 50 some years old with 20 years of service that are going. They can't retire, they can't retire with health benefits. Even in some cases, where they can retire with health benefits, they are not old enough to really retire they are going to have problems. They gave many years of loyal service to Camden County. I heard what Freeholder Nash said, I appreciate what you said about not every public employee is the way they describe them in the newspaper. I think a terrible disservice is being done to public employees. There are a few and they are not the kind of employees that I represent that take advantage of the system. Not every employee that I represent is the hardest worker or the best County employee but that is true in every organization. You had loads and loads of these people who are being laid off that worked hard and worked loyally for the Board. They got screwed! The way they look at it, they are looking for fairness and what I hear again and again is that management and the Freeholder Board didn't share in the pain. I told the Administrator that when the management lay-off list comes out, people will know what it means. You can put whatever spin you want on that management lay-off list - they know. County employees are smart. They looked at it they realized what it was. It was a slap in the face to them. It wasn't what they expected - the pain wasn't really shared. There were a few people that went - people speculated on why they were going. It wasn't really shared. A lot of people retired, they were on the list and they were going anyway. It was unfair to them. They look to you. They say what pain did you feel? If you want to talk

about public employees, this is a part-time job - some of you have other public employment jobs - you get benefits, you get fairly good pay for a part-time job. I heard someone talk about Board of Education - they don't get paid - you guys get paid and you get benefits. They are looking for leadership. They've done it in other counties - they've cut pay and they've cut benefits. They are mad because it is just them. They allow lip service but they don't get any action. Mr. Walko said I want to talk about not just the employees that are going but the remaining employees are looking at this - they are hurt too. The Union and the employees went through the process of downsizing - I wasn't happy about it but we did it. We did it to hold down the costs. The Union's goal working through labor-management was to increase productivity through training, providing technical assistance to employees through equipment, to have a smaller workforce but a well-paid workforce because these people were productive. We were working on that - it turned around on us because we did all that and they are still getting whacked. I don't hear you saying this - nobody wants to say it. You are supposed to represent the employees as well as the taxpayers but nobody says what the Governor says - it's a bunch of bull. He talks about we can't afford the Pension Plan, why not? You know, I know because you can't have a working pension system if you don't pay into it. That was the problem - it's done. To blame employees for that problem is completely unfair. Maybe things have to be done now but nobody wants to say that - nobody wants to say that Whitman borrowed all this money, especially this Governor and that employees are being scape-goated in this. You talked about employees being overpaid but there are a number of studies and it has been in the New York Times and other places - public employees are not overpaid and their benefits are reasonable benefits. I will tell you where I think this is going. You can say that it is not true and we will check in 5 years and see whether I was right or not. You're looking at privatization, the Governor is looking at privatization - I think everybody is saying privatization is the answer on what we have to do. It wasn't the answer 20 years ago. For a lot of reasons, privatization that was done 20 years ago was undone because it didn't work. It's different when you have your own employees then when you have contractors. When you have contracts, people are working for the company which is what I was talking about. They are not working for the interest of the public employees. They don't work for the public. Contractors don't work for the public, they work for the buck and they work for their employer. You have to manage the contracts but I see this is what is going to happen.

In the meantime the public employees that are here are beaten down, demonized, scape-goated - you won't be able to hire high quality employees because who wants to be in this job - the salary is going to suck, the benefits are going to suck and they are going to be demonized. You tell me if you want your kid to get a job in government. Maybe in the economic downturn people will look for any job they can get but if the private sector picks up, who wants to be here. Ultimately, what it is going to be and this is my point here, services to residents are going to get hammered.

All over - they are going to cry you guys aren't doing your job and we're not doing our job and we were set up for this failure. I think it is terrible that nobody is saying it and I think it is terrible that what happened this year happened - I understand there was an economic downturn but I don't see any other County around in South Jersey that had to do what you guys had to do to the level that you had to do it. I think it was poor planning and these people are suffering for it and I just want you to know that is how they feel and I want you to do something that says we understand - we are going to take action - we are going to feel the pain too! Thank you.

Director Cappelli responded and said over the past few years, through the time that we have been going through downsizing, we were very proud to say that we had a partnership with all of our employees in the downsizing. Our goal has always been to avoid lay-offs and you know that. Our objective has always been to reduce by attrition which is what we have always done. Not until that we have been hit with this two percent cap which is really what is breaking our back right now - were we are put in a position for these lay-offs. I can tell you and I know I can speak on behalf of all of the Board Members, I have been an elected official in different levels of government for the last 20 years, this is by far the most difficult year and the most difficult action that I have ever taken. None of us are sitting up here happy tonight about these lay-offs. None of us are happy about the situation. Part of what's happening is we are actually being punished from not raising taxes three of the last four years - actually reducing taxes - the two percent cap has killed us because of those actions. Whoever thought by reducing the amount of money we were spending, we would also be punished. Mr. Walko said I did. He said municipalities faced this with the four percent cap - I understand - you are preaching to the choir on the cap law. It is a stupid law because what it really means is that if you don't raise to the cap or you don't raise taxes each year, you're punished. You pretty much have to do it. You can't say this is a good year. We won't do it because you have to and you guys didn't do it.

Freeholder Greco asked to say a few words. Freeholder Greco said I appreciate what you are saying and I agree with you about 80 percent of some of the things. I have to ask you this question, Karl. You said that our furloughs are torturing people and then they are being killed - I don't know how you put it exactly but are you suggesting that an employee who actually gets a salary and has an opportunity to work and then gets reduced because this Friday, tomorrow, they are not working, but still will get paid but not for that day, that is a worse situation than being laid off entirely because I am very confused by that. Freeholder Greco said I am not for the furloughs and I certainly am not for lay-offs but I am dealing with the same situation that the Freeholder Director mentioned. This is a very difficult time - the two percent cap, the pension issue. He said I am a member of that pension issue so I support that 100 percent. I am very disappointed that the Governor hasn't funded for the last 15 of the last 17 years that Pension System. That is the problem but this tortured rather than killed, I just don't get it. Help me understand what you are saying? Mr. Walko responded and said let me tell you the history for me and for Council #10. Last Spring, the City said we got to go through an economic crisis. We are going to furlough City employees for 26 straight Fridays. After 26 straight Fridays, within a couple of months a lot of those people were laid off. A lot of those people were laid off! It makes no sense for us and that's why they were tortured and then they were killed. Freeholder Greco interjected and said to that point, would they have been better off being laid off and not had employment and funding for their families? How, I don't get that? Mr. Walko said, yes, because they would have been on unemployment and they would have been looking for new employment and the rest of the organization wouldn't have been tortured either. Mr. Walko said let me put it this way - if you pay people a dollar an hour, you will be able to hire as many people as you want. That's not what we are looking for - we are looking for people to get a legitimate negotiated salary and benefits for what they do and if furloughs will get us so that the people who are not being laid off are going to stay here permanently, we will talk about furloughs. I don't want to see, I have to bring my membership and the people on the Committees along with me but I don't want to see

people laid off that wouldn't necessarily have to be laid off but they are going to be laid off in December or they are going to be laid off in February next year. You're better off, we're better off, the taxpayers are better off if they are laid off now because you will save on their benefits, they'll go in a new direction which is what's going to happen and we can move on. Freeholder Greco said I disagree with you. The Freeholder said last year we had less than 10 furlough days and we went through an entire year with that and there were no lay-offs. Are you suggesting that those people would have been better off being laid off than lose less than 10 furlough days? I can't understand that. Mr. Walko said if you got to get rid of people you got to get rid of them; why furlough them and then get rid of them? If you can't afford those positions then what are you really doing with furloughs. Freeholder Greco said I can't understand that and I am glad you are not representing me - I am very disappointed.

Paula Yeckowitz, identified herself as a County employee and addressed the Freeholders. Ms. Yeckowitz said I am sixty years old. I am now experiencing the furloughs. I am going to try not to cry because many of you are way younger than I am so I don't know if you can understand what it's like to be 60 years old get 26 furloughs day and then you are laying me off on September 30th because you are getting rid of the WIC Department. I don't know what I am going to do - I am not the only sixty year old woman who is working for this County that is scared to death. We don't know what's going to happen to us. How are we going to pay our bills; we don't have medical, are we going to become a burden. I see your face is confused, Freeholder Greco. Freeholder Greco said I am sixty as well. Ms. Yeckowitz interjected and said with a job and with benefits! Freeholder Greco said you are absolutely right but I'm not arguing your point but what Karl said is that it would have been better off if we laid you off before, do you agree with that? Ms. Yeckowitz said, yes, to take my salary down now which my unemployment benefits will be based on - to kill me like this all year long, yes and then lay me off with no benefits. This is absolute torture. I don't understand any of this. I was laid off once by the County a long time ago. It was not like this - this is like slash and burn. There is no sense to it. It's like sharks with blood - like you are getting off on it and you love it. You're laying off nurses - Oh, we can't lay them off, they have a contract! WIC - you're all laid off - nobody put any thought into this. You are laying off entire Departments - who's going to do the work. It's just get rid of the bums, get rid of the bums and that is exactly the attitude that is coming down to us. We are a bunch of bums, you're all privileged, you are special, you are all smart and we are a bunch of people making \$50,000 a year living in bungalows in Runnemede and we're a bunch of bums. How many of these bums can we get rid of? I don't know what I am going to do at 60 years old - after all these years. I worked under Freeholder Nash. My impression of you was you were an honorable man and I don't know how this has been allowed to happen. It is the most chaotic, unplanned, un-thought through thing I have ever seen in my life. Freeholder Rodriguez interjected and said she and Frank Filipek would like to speak with her personally. Ms. Yeckowitz said it's the attitude, the way it is being done. It is coming down to us as lethal. She said if you can explain there is no sense to it - laying people off that are under contract; laying off full Departments - who is going to do the work. It doesn't make any sense. I have to tell you when I turned 21 years old and that is when I voted for the first time and I went to my father and I wanted to discuss the issues and I wanted to discuss the candidates. My father told me that there is only one thing you need to know and that is you are a democrat. The reason you are a democrat is because democrats

will always take care of the working person. Democrats will always take care of the working man and that is not what's happening. I don't know what you think - all these people you are getting rid of, all these people you are furloughing, how are they going to pay their mortgages on their little bungalows? What are they going to do when they get laid off? My father said democrats will take care of the working man. So he was either a liar or he was stupid!!

Karl Walko, President of Council #10 said I sat down and I wanted to come back to make something clear. Last year, we were talking about a very few furlough days. You are talking about 22 furlough days from March to the end of the year. It is a 10 percent cut and this after two years of a wage freeze. It is not the same circumstance. If we are talking about a few days maybe I could understand that the Union is unreasonable and not thinking about it. These people, after not getting a wage increase for a couple of years are getting a 10 percent cut. That's not the whole thing, this is what's key to me - what happens next year? Do we do a 20 percent cut? As your costs go up and the 2 percent cap comes in - every year it is just more furlough days. Finally, it will be a 50 percent cut, I guess. Under that theory, we are saying, "no, you can't do it that way". If you got to cut it, cut it.

Betty Macklin of Gloucester City addressed the Freeholders. Ms. Macklin asked if anybody started any plan to regionalize the police, fire and ambulance in the County. Director Cappelli responded and said we are in the process of beginning discussions of regionalization of both police and fire. At the forefront of our attention right now is police. We have formed two separate committees - one for fire and one for police consisting of Mayors, Union representatives, representatives of the Chiefs Association to figure out whether or not a plan would work. Under any plan, it would be purely voluntary for any municipality to participate.

Councilman Nicholas Marchese of Gloucester City addressed the Freeholders. Councilman Marchese said I would just like to comment on a couple of things I have heard here tonight and maybe share some of the things we have been going through in Gloucester, which I believe are the same things you have been going through in the County. I think everybody knows that this is not a local or a county or a state but it is a national problem. This has happened across the country. As we all feel for these Union employees who have worked hard for the County for many years and even our local employees. I have been the Chairman of Finance in Gloucester for the last four years and had to make those same tough cuts. Four years ago it wasn't as bad as it is today. Our administration started off by making cuts, knowing that things were going to turn into this. We made some small cuts; we have 7 Unions in our City and I can tell you that the concessions, which I don't even like to use that word were not made four or three years ago or two years ago. He said I think that spiraled into what we have now. If we made the small cuts that we looked at four years ago, I don't think we would be in this position. Just minor cuts but not any of our Unions were willing to make any concessions four years ago. Three years ago they thought about some - two years ago, maybe. Now, they are thinking about, yes we want to make some concessions. This is what has happened, it has spiraled out of control and we all feel for the employees. I know you do. I appreciate what you guys have done in the County, but when I hear the people talk and I know the people are leaving their jobs, I just look back to say then why didn't the Union step up sooner? I think it would have made the difference. You may not like what I

am saying but it is for real. It's what's going on today throughout the country and I just think we are all doing what we can. These officials here as well as our officials do not like to be in this position. It is a tough time to be a public official. I just hope that the public realizes that we are all working for the taxpayer. We are taxpayers as well as the employees, as well the people who are not County or State employees. We are trying to do what we can and I'm saying this to everybody behind me as well as you but I feel for you and hope that everyone will come together and we can get by this. I think in future years we will. Thanks for your help!

Director Cappelli thanked the Councilman. He said hopefully it will get better. This year we were hit with a \$12 million increase in our health benefits; hit with a \$3 million increase in our pension contribution, none of which we can control. We were hit with a \$15 million reduction in income as a result of no Deeds being filed and no investment income. Right there is \$30 million of our problem this year. None of it is under the control of anybody on this Board or any Union representative. It is just a fact of life this year in New Jersey. When you couple all of that with the 2 percent cap, it leaves us with ugly, ugly choices! That is where we are!

Karl Walko addressed the Board once again. He said I just didn't want to leave what was said to leave with anybody in this room to have any misconception about what this Union did in the past year. Besides the wage freeze for two years, there was significant concessions in health. We did our part - we did our part!

Louisa Llewellyn, President of Board of Education, addressed the Freeholders. Ms. Llewellyn said I am here to solicit support for your State Senator, Donald Norcross. We met with him about the school construction. He is working very hard and he is very angry at some of the situations. I understand, I was at two hearings in Trenton and I understand the need for setting priorities and I have no qualms with that but there are two in your District, in your County, who have been left by the wayside. Both Board Districts, both with land ready to go, Lanning Square School and our Mary Ethel Costello School have to be replaced. Our children are living, working and going to school in dangerous situations. I know that in Camden, they are using the Broadway School. My father went to the Broadway School. It was closed down - had to be reopened to take in the children from Lanning School while it was being torn down. Mary Ethel Costello School is crumbling. We have one emergent project after another. We are nickel and diming them to death because the money has to come out of the same pot. We had to replace a chimney - \$36,000.00 - we have to put in a fire suppression system in the basement of a building. I would like to see that you people get behind Senator Norcross and express the concerns of the community. Give him some strength that he needs to help out and speak up for us. Speak up for the two districts. Director Cappelli said it is my understanding that the School Development Authority approved maybe 10 projects. Ms. Llewellyn said they are going to do two. Again, I know they are looking for what we call cookie cutter so they don't have to keep paying out money for designs - fine, I just want a school. I want the children of our community in a safe environment and they are not right now. Not that they are in any danger because we keep the building up but we don't know what's going to happen tomorrow - maybe another chimney will come down. I would appreciate your support of our State Senator in his quest to get our school built. Maybe we will get on next year's list. That would be good - we would be happy with that! To Freeholder

Leonard, she said I am glad to see you and tell Joe Roberts, I miss him! We have an Adult High School - you should come to that sometime - you would be so impressed. Thank you!

Seeing no other members from the public wishing to speak, Director Cappelli asked for a motion to close the public portion. Deputy Director McDonnell made a motion to close the public portion with a second by Freeholder Leonard and all Freeholders present voted aye.

The Director then opened the floor to the Freeholders for their comments.

Freeholder Nash said I have been a Freeholder for about 20 years and I have been in government service for about 22 years. I can say that this is the worst time that I have experienced in government. Paula, you should know although the word may have come to those who have received their notices and people at WIC and the wonderful people who have worked there for so many years that these cuts are heartless, that they are not thought out - that is so untrue! I know from the day that list was published that I have not slept at night. I feel your pain - members of my family have been subjected to the same consequence of this economy. Unfortunately, there are very few options that this Board has other than to do what has been proposed because we are saddled by State regulations that impose a cap; we are saddled with increased costs that we cannot control. There is no room to cut! I tried to justify it in my mind as what we are going through is an evolution. The government that we knew in 2005 is not going to be the same government that we will see in 2015. That eventually the economy is going to catch up with public service and the nature of public service. I think that is what we are seeing. As we go through this evolution, it is excruciating. I do agree with Karl that the services that are offered by the County or the municipalities or some school districts are going to suffer because we are not going to have the manpower or the money for the manpower to provide the same level of service. We are going to try because the people who work for this County are amazing and they do more with less all the time. I want you to know that we feel the pain. We feel like we are trapped - we don't have any other options then to do what we did. That is probably not going to make you feel good - if you received that letter. There is nothing that I can say that is going to make or justify what is happening to you personally but at the end of the day, I am confident that the County will survive this and that hopefully all of you as individuals whether you are going to be laid off or not will survive this as well as individuals. Again, I said earlier tonight that I am extremely proud of all the men and women who work for Camden County; they do an amazing job. The person to my left, Linda, who has worked with me in my office for the past decade or more is unheralded - she gets very little recognition but tonight I wanted to recognize her because she is a great example of an employee who gives her life and soul to every resident of this County and I want to thank Linda for that! I do want to take one second to recognize some people who have submitted their retirement papers under these difficult circumstances - Caren Fishman who has worked for this County over 25 years and who I believe is the most knowledgeable person on Parks Systems in the State of New Jersey. She is leaving this County because of the proposed legislation that may impact her economic future and that is a great loss to this County. He said she couldn't be here tonight because she is with a sick Aunt. She has recently retired and she is still showing up in the office because she has that kind of dedication to the residents of this County. To Roland Traynor and Judy Franchi out of our Special

Events, who have submitted their papers as well. Roland has his hand in every concert this County has seen over the past 20 years - has entertained thousands and thousands of people behind the scenes and Judy Franchi who assisted Roland but also did Camp Sunnyside for Special Needs Children and Adults to give them that pleasurable experience during the summer. They are great people that I have worked with in my Department and I wanted to express my appreciation and thanks to them for their many, many years of service.

Freeholder Leonard said I want to thank the residents and Council Members who came tonight for having us here tonight. It is always a pleasure to be in Gloucester City. All the years I worked here I always liked to be in Gloucester City - I was treated very well. Thank you for having us. Freeholder Leonard said I would like to welcome Freeholder McCray whom I have known for the better part of eight to ten years now. He is a friend of mine and also is now a colleague on the Board. I would also like to wish Rob Mauriello good luck on his retirement. It will be a big loss for us. Rob was very knowledgeable with Buildings & Operations. Not only that when we have snow storms, Rob is an important part to have that operation going - that is going to be a big loss for us. One of the last things I wanted to say here tonight. When the lady came up and said we think that you are a bunch of bums - I could not disagree with you more. I don't think you or anybody else that works for the County are a bunch of bums. Some of the Freeholders will tell you I work hand and hand with a lot of people who work in the County during snow storms and other things. I take pride in working with Camden County. These are very difficult circumstances and I am not making excuses. There are good times and bad times. Karl, I understand what you are saying. You cut, you cut and you cut - how much can you cut until you bleed to death. None of us enjoy doing this. If you think we sit up here and say this is a great time - I look people in the face - this guy likes me he likes my work and one of them said to me, "What the hell did I do to you to deserve to be laid off?" I take no pleasure in sitting here that in three weeks from now we are laying people off. I don't want you to go around saying that we think County employees are bums. I cannot disagree with you more on that! Thank you.

Freeholder Greco thanked the citizens from Gloucester City for having us here this evening. I would like to acknowledge the Board of Education members. I sat on the Board of Education for nine years. You truly are the unsung political heroes. You run for office, you get paid nothing. The only good thing is you do good things for children and I know that, I respect that and I thank you for what you do. I can't say enough about my concern for the County employees and especially for the young woman who spoke before. I agree with Freeholder Leonard and Freeholder Nash in that when the WIC program was cut. I had such a problem with that. It serves people who are in need. My father was a democrat, he was a Union Carpenter. My father told me to be a democrat and the Democrats will take care of you. I know you don't know everything about everybody up here. I told you when I started and honored Mr. O'Connor for his service with the Board of Education. I told you that I put in my retirement papers. I am sixty years old as well. I didn't want to retire until I was 62. My office has been cut down to so few people, it is impossible to work there. I am not being forced to retire but maybe I am. I can't put up with the day to day operation in my employment because of what's happening in a public setting and the people that have lost their jobs. I am one of the remaining ones but it is so much pressure to be there because it is down to two people doing the job of eight. It really is difficult and that is one of

the reasons why I put my papers in to retire. I have mortgages and I am still paying college tuitions for my children. It's going to be very difficult for me but it is an adjustment I am going to have to make. I am not happy with it and it is not my choice. I am just telling you that I understand a little bit of what you're going through because I am pressured as well by the same economic times. I can't say enough about the employees that work in this County. They've been there for us, they work hard and services are going to be affected. WIC program is a fine example of how services are going to be affected. It is a terrible, terrible thing.

On a personal note, I have a personal friend, a teacher that works with me in the Gloucester Township School System and her son is in Japan teaching children English in Japan and has been there for the last three years. I ask you to keep my friend, Diane and her son, Matt, in your prayers as he is being affected by what's going on. It is a terrible situation. With that I thank you all for being here and I wish you well.

Freeholder McCray welcomed everyone. Freeholder McCray said to say the least this is an exciting time to become a new member of the Camden County Board of Chosen Freeholders but at the same time, I think a lot of the challenges provide us a good opportunity to come up with some creative solutions and hopefully try to sustain what we can. Being an employee of Camden City, I have been through this before - 26 furlough days and also on the other end of having to make some very tough decisions for employees. I don't understand everybody's personal situation but I can only speak for myself and maybe the other members up here to say this is not easy and this is not something I look forward to doing. I will tell you this, we are working hard. I have only been on this Board a short time but these members are very dedicated to Camden County. We love this County, we love the public employees. We have families here so just as much as services are going to be affected they are going to affect me as well. They are going to affect every member up here. This is our new reality and our new reality means that there is going to have to be some tough decisions that have to be made. I am hoping that you at least give us the opportunity to battle through these and you are not going to like every decision. Unfortunately, we may go home not liking every decision but at the end of the day, we are trying to make Camden County as strong as it can be and just keep this boat afloat. To the residents, to the Council and Mayor of Gloucester City, thank you for having us this evening. I don't know if I will remember this meeting as my best meeting, my first meeting, but at the end of the day, I know what lies ahead, there is not a lot of time for fanfare! We have a lot of work to do. Enjoy the rest of your St. Patrick's Day.

Deputy Director McDonnell thanked Councilman Marchese for being here to represent Gloucester City and also Councilman Hutchinson. Thank you for having us tonight. Also, I would like to welcome Scot McCray to his first Freeholder meeting. We had an opportunity to talk the other day about his ideas and his aspirations on this Board and I think he is going to be a tremendous addition. I want to just comment a little bit not in great length because as the others have said, there is hardly anything we can say positive about the difficult circumstances. I did want to say though that a lot of this economic trouble that we are now facing, we did see coming. In fact, I must say to the credit of our Union members, we have since 2005 reduced the workforce in Camden County by 600 people. There were 600 less employees in its government and agencies then there were in 2004. That means services still had to be delivered and the employees

worked together and made sure that happened. All that time, the thing we all were most proud of is that as we reduced the workforce by 600 people, it was really an amazing accomplishment, not a single person was laid off. We did not lay off one single person for six years as we carried out that process. We have been extremely mindful of our employees and of their families. If the economy had not kept getting worse, we kept waiting for the turnaround. Thank God those 600 positions are no longer here because I don't know what we would have done. Now, we have 260 people that are going to be laid off and you do need to know this - the economy at least on things I see on TV is in the process of getting better. For those who get laid off, there is a lifetime position that they occupy on what's called the State Civil Service Lay-off List. When the economy gets better, there are opportunities to have people hired. People must by law be re-hired off of that list. There are going to be opportunities, we hope, we are scared to death to promise it because who knows. Just when you think the economy is getting better all of a sudden you have the problem in the Middle East and the price of gasoline is going up and companies are laying off again. We don't know exactly what's going to happen but we do know or think just from watching TV that the economy is getting better. If the economy starts getting better, that means people will start buying houses again, that means the \$15 million in fees that we used to get from the Clerk's office will come back as people start to buy homes again. It will mean that the small amount of money that we do have invested in the surplus fund which we are required to keep will start to generate real interest instead of less than 1%, which it generates now. Things will get better and from that Lay-Off List, I can assure you that is where immediately when the opportunity comes bring people back. It will be the County employees who got laid off, who will come back. Thank you all for being here.

Freeholder Rodriguez thanked the Mayor and Council for hosting the meeting. I did want to extend my congratulations to Freeholder McCray. It is definitely an interesting time to join. I do want to share a little bit with you. First of all, I do know what it is to have your income cut because of lay-offs. I know a thing or two about the Law. My own home has been affected by this. I personally as a Freeholder know what it is to be laid off. My house been affected - I know the pain and anxiety of not knowing what's going to happen. I do know quite a bit about it. No matter how much I think I know personally, I don't know every individual's personal situation, personal challenges but I have experienced the hardship. The decisions were made because our hands were tied. We didn't have many choices but in the process what we looked for avenues to continue to provide necessary services and at the same time cutting costs. It is painful; it's hurtful. I know the fear that you feel. Even as a teacher and there are less Superintendents and teachers in this State. Even then at the end of the year, when it is time for the Board to put out their lists, I am nervous. Am I going to be the next one cut? I know the feeling. I have four little children at home. I will have college to contend with too and am now paying for daycare. I know what it is to not know where your next paycheck is going to come in, where it's going to come from, how am I going to pay for the benefits. The decisions are painful for everyone some more than others. There are very limited choices - we are working around them. I think at the end of the day when all is said and done, things will find a way to be resolved such that things will be okay. I do want to give out a little bit of kudos to an individual who works in a Department which now has become our most important Department and that's our One Stop. The people over there have so much knowledge of all of these things. I always turn to them, I always turn to Frank Filipek at the One Stop as a

resource because he knows so much that you'd be surprised. If you sit down and talk to him and get information from our employees at the One Stop because they really know their stuff. They really do help people. It's a good site. For those of you who are affected, I'd recommend that you come in, sit down and talk to them and get a good perspective of what's going on because they know the Law. Thank you.

Director Cappelli said I would like to thank the employees of Camden County for the hard work they do day in and day out on behalf of the residents of Camden County.

There being no further business, Director Cappelli asked for a motion to adjourn the meeting. Freeholder Nash made a motion to adjourn with a second by Freeholder Rodriguez at 8:20 p.m. and all Freeholders present voted aye.

Respectfully submitted,

s/Linda Szczesniewski

Linda Szczesniewski
Clerk of the Board

mmd