

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – JANUARY 18, 2007**

PRESENT: Chairwoman Bette Jane Kowalski, Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. Pending Litigation: RLI Insurance Company v. Union County  
County Counsel is recommending that the Board accept a settlement in the amount of \$220,000. This case involves the construction of the Vaux Hall Bridge in Union, New Jersey. The County filed a claim with the its insurance company for costs incurred resulting from a delinquent contract. The estimated recoverable claims total approximately \$280,000, but \$220,000 was offered after negotiations without having to incur legal expenses. The Board concurred with County Counsel's recommendation.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – FEBRUARY 8, 2007**

PRESENT: Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward. Chairwoman Bette Jane Kowalski was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. Contract Negotiations: Union County Improvement Authority  
Guests: Jonathan Williams, DeCotiis, Fitzpatrick & Gluck

St. Barnabas is negotiating the sale of Union Hospital with Trinitas Hospital. Trinitas' intention is to convert the facility to an outpatient clinic and all acute services would be terminated resulting in the loss of many jobs and acute services to area residents.

A group of doctors has approached the Union County Improvement Authority to help them in their attempts to gather financial information in order to purchase the hospital from St. Barnabas and operate it under a non-profit organization they will create. It has been made clear to the doctors that no public funds will be used in this endeavor.

The role of the UCIA will be to defer the transfer of the facility to Trinitas and help the doctors gather information on the current financial condition of Union Hospital and intentions of both St. Barnabas and Trinitas. The UCIA believes the preservation of the hospital would serve a public function and its role would be to analyze documents or serve as a conduit for the medical staff to purchase the facility and keep the hospital open, save numerous jobs of hospital staff and keep patients there.

The Board believes it is in the public's best interest to keep Union Hospital open and supports UCIA's role in doing so, as long as public funds are not expended.

2. Potential Land Acquisition: UC Juvenile Detention Center

Guests: Frank Guzzo, Director, Department of Human Services and Jonathan Williams, Esq., DeCotiis, Fitzpatrick & Gluck

Alternative uses for county properties were addressed. It was suggested that the Union County Improvement Authority assume ownership of some of the facilities in order to have more options available for possible uses. A discussion relative to the current Juvenile Detention Center and possible uses of the facility once the new JDC opens ensued. Director Guzzo suggests using a portion of the existing facility as a holding location prior to court appearances. Also, there is a dire need for the jail to take over the space, particularly in the protective custody population, which would generate savings on the Delaney Hall contract.

3. Potential Land Acquisition: 10 Cherry Street, Elizabeth, New Jersey

Guests: Jonathan Williams, DeCotiis, Fitzpatrick & Gluck

The discussion concerning the possibility of purchasing the property known as 10 Cherry Street, Elizabeth, New Jersey took place. Currently, this is the office location of the Union County Improvement Authority. However, if the County purchased this property, together with the space where current SLAP offices reside, would be an ideal location for a parking deck, which the County desperately needs.

4. Potential Land Acquisition: St. Agnes' Church, Clark, New Jersey

Guests: Victoria Durbin Drake, Trust Fund Administrator, Charles Sigmund, Director, Parks, Recreation and Facilities

The Schwartz family's position is that they are the only property on the Clark Reservoir and have been keeping their price at an amount more than the County would pay, and has yet to pay, per acre in any of their acquisitions. They are asking approximately \$1 million per acre, for a total of \$5 million.

Conversations with St. Agnes' Church have been informal until recently. The County Manager is now requesting authorization to offer to St. Agnes' Church \$8 million for the purchase of approximately 13 – 14 acres of property along the Clark Reservoir. This figure represents an amount which is somewhat higher than appraisals on the property. All major issues outstanding with the Clark Reservoir have been satisfactorily addressed and the transfer of the reservoir can move forward. This property provides excellent access to the reservoir, a perfect opportunity for passive recreation and a beautiful tract of land at approximately 13 – 14 acres.

The Board supports the offer of \$8 million for the purchase of the St. Agnes property.

5. Contract Negotiations: Inter-local Health Services Agreement with the City of Elizabeth  
Guest: Harold Gibson, Director, Department of Public Safety

The resignation of Denise Santiago from the County Health Officer position left a vacancy in the county. For regulatory purposes, the County must have access to a full time health officer. Although we need a full time health officer, the State is allowing the County time to perform a candidate search to fill the position. The LINCS program and the CEHA grant require the County to have a full time position.

The inter-local agreement with Elizabeth will provide the County with the services of a health officer for up to one year at the rate of \$12,000 per year, which would assume all responsibilities relative to CEHA, activities performed by the UCUA for solid waste activities, and oversee and administer EQEF. Both the County and the City of Elizabeth have ninety days, under the terms of the current agreement to terminate the contract. However, the Board would like to reduce that time frame.

This agreement mirrors the agreement the County had with Rahway approximately six years ago.

6. Personnel Matters: Union County Children's Shelter  
Guest: Frank Guzzo, Director, Department of Human Services

During last year's budget process, the County identified the closure of the Union County Children's Shelter as a potential cost saving measure. The County completed a competitive contracting process and the contract to operate the service will be awarded to Community Access Unlimited, Elizabeth, New Jersey. There are nine employees that are working at the Children's Shelter that will be placed at other locations in the County. This contract is for one year, with four - one year options to renew. The county will realize savings in the first year of the contract.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – FEBRUARY 15, 2007**

PRESENT: Chairwoman Bette Jane Kowalski, Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder

Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. Contract Negotiations: Inter-local Health Services Agreement with the City of Elizabeth  
Guest: Harold Gibson, Director, Department of Public Safety

A letter from the State confirmed that that County has six months to find a health officer, and states that relative to the agreement, “the use of this type of agreement is not a requirement, but merely an option.” The County Manager also distributed the resume of John Surmay, the health officer of the City of Elizabeth. The terms of the inter-local health services agreement with the City of Elizabeth were discussed. The County Manager asked that some time be given to review the current structure and perform a candidate search to find the appropriate person to fill the position of Union County Health Officer, which must be done to administer the Local Information Network Communications System and the County Environmental Health Act (CEHA). County counsel addressed many issues as to why an inter-local services agreement is necessary including UCUA settlements, notice of violations and administering the County Environmental Health Act. Freeholder Proctor voiced his concerns relative to the agreement and the function that interim health officer will serve.

The current contract is for one year, with 30 days notice to terminate the agreement. The Board will support a six month agreement, with 30 days notice to terminate the agreement, and an option for an additional six months if necessary upon review. [The Board wants filling the position to be a priority of the administration.]

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – FEBRUARY 22, 2007**

PRESENT: Chairwoman Bette Jane Kowalski, Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward. Freeholder Adrian O. Mapp was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

2. Contract Negotiations: Operating Engineers Local 68

Guest: Joe Salemme, Labor Negotiator

The Operating Engineers haven't ratified the contract yet, but it follows the pattern of negotiations that have been used to settle other contracts. This contract affects 20 employees, which represents approximately \$1million in salary. The package includes increases in eye care, dental, meal allowance, red seal, and a minor increase in weekend shift differential. The total increase is \$130,024 for the contract period April 1, 2007 through December 31, 2008. The contract represents a savings of 2.9% on health services.

The Board supports. If the union ratifies the contract, it will be on the agenda.

3. Contract Negotiations: Communication Workers of America

Guest: Joe Salemme, Labor Negotiator

The CWA will ultimately agree to everything we have been offering in other contract negotiations. The CWA encompasses 400 employees, which represents \$20 million worth of salaries. The County and the State share all costs for CWA. The CWA is interested in performance evaluations and bonuses, which would mean making bonus payments for the last year of the contract, which would be 2008 through 2009. The contract begins July 1, 2007. The bonus incentive is a point CWA seems unwilling to let go and are serious about mediation, a process which could take several months. For every month of delay in settling the contract, the County will lose \$35,000 in health benefits contributions, which is also split with the State. Annualized, \$1250 per employee will be saved in health benefit concessions. As a measure of their performance, the CWA wants to strive for 30 day turn around time for their cases and tie it into their bonuses. Their last proposal was \$100,000 to be allocated for performance bonuses. CWA is also seeking signing bonuses. Mr. Salemme made his recommendations on both demands and sunset clause provisions. The performance bonus would be reserved for employees with the best performance. The increase is 3.65% for 3 years and increased employee contribution for health and prescription concession.

The Board supports the recommendations.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – MARCH 8, 2007**

PRESENT: Chairwoman Bette Jane Kowalski, Vice Chairman Angel Estrada, Freeholder Chester Holmes, Freeholder Alexander Mirabella, Freeholder Adrian O. Mapp, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan, Freeholder Nancy Ward. Freeholder Rick Proctor was absent.

Also Present: County Manager George Devanney, County Counsel Robert E. Barry, Esq., Finance Director Lawrence Caroselli, Attorney Jonathan Williams, Esq., Victoria Durbin,

Trust Fund Administrator, Charles Sigmund, Department of Parks, Recreation & Facilities and Deputy Clerk of the Board Annie Croom were also present.

The following item was discussed:

1. Potential Land Acquisition: 10 Cherry Street, Elizabeth

Guests: Jonathan Williams, Esq.

Jonathan Williams, Esq. advised the Board that the Authority had completed its negotiations relative to the acquisition of 10 Cherry St., Elizabeth and is seeking the Board's support of this acquisition. The appraised value for the property was \$1.3 million and the negotiated purchase price was \$1.1 million. Both the Authority and the County could realize substantial benefits thru the acquisition of this property and its potential development.

2. Interlocal Services Agreement: Market Study

Guests: Jonathan Williams, Esq.

Jonathan Williams, Esq., advised the Board of an interlocal agreement by and between the County of Union and the Union County Improvement Authority (UCIA) in connection with a market study and solicitation of interest for surplus or underutilized County property and for a space needs assessment for existing County Departments in the amount of \$180,000. Terms and conditions of the proposed Agreement were reviewed and discussed.

Freeholders Ward and Mapp suggested changing some of the wording in the agreement Section 1.02. Duties of the Authority from "shall" to "may."

3. Potential Land Acquisitions (2): Open Space, Recreation & Historic Preservation Trust Fund

Guests: Victoria Durbin, Trust Fund Administrator, Charles Sigmund, Department of Parks, Recreation & Facilities

A) Schwartz Farm: An update as to negotiations on the Schwartz Farm was given. The owner's original price was \$5.8 million and they agreed to \$3.6 million.

Freeholders agreed to purchase the property at \$3.6 million.

B) St. Agnes' Church Property: Victoria Durbin updated the Board on the St. Agnes property in Clark over a potential acquisition of property on Madison Hill Road. Ms. Durbin told the Board that she was proceeding with work on a number of issues, the largest being an acceptable subdivision of the property. There were minor issues of fencing, easements and others that she was confident could be handled. County Manager Devanney stated he would do a projection.

PRESENT: Chairwoman Bette Jane Kowalski, Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward. Freeholder Alexander Mirabella was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

4. Contract Negotiations: Union County Assistant Prosecutors' Association  
Guests: Joe Salemme, Labor Negotiator; Theodore Romankow, Prosecutor; Albert Cernadas, Assistant Prosecutor; Lawrence Caroselli, Director, Department of Finance.

The County received its actuary's report back on the analysis prepared by the Assistant Prosecutors' Association on the cost analysis of benefits for life on a 4-0-0-5-5 percent increase over the life of a five year contract. Their report only projected out to 2030. The County asked its actuary to project out to 2056 and the County breaks even. Savings and benefits on expenditures are even. Mr. Salemme recommends offering this as part of the negotiation package.

The Prosecutor asked the Board to consider a salary market adjustment, giving the assistant prosecutors a raise in the amount of approximately \$3,000, plus the percentage increases, in addition to the benefits package. He does not feel the benefits package will entice younger, talented assistant prosecutors to stay in government service. The Prosecutor is requesting \$180,000 to use to make salary adjustments to employees based on length of service and performance.

5. Contract Negotiations: Communication Workers of America  
Guest: Joe Salemme, Labor Negotiator

Mr. Salemme was authorized to offer up to {Minutes redacted under Attorney – Client privileged communication on a matter involving on-going contractual negotiations pursuant to NJSA 47:1A-1} worth of performance bonuses as part of the package. They settled on \$35,000. The vote was held the day of the ice storm and the proposed contract was voted down. Of 400 people eligible to vote, only 100 voted. Mr. Salemme had second thoughts about the bonus concept and suggested to the CWA that the \$35,000 be used to supplement the education and training fund to pay for registration fees, books, and other related costs. The CWA supported this recommendation. The funds were within the authorization provided by the Board. They plan on voting next Thursday at lunch time. If the contract is ratified, the County will still be able to implement the health insurance concessions by May 1, 2007.

The Board supports the agreement.

6. Potential Land Acquisition: Elizabeth property across from Rizutto Park, Elizabeth  
Guests: Victoria Durbin, Trust Fund Administrator; Kelly Coyle, Deputy Trust Fund Administrator; Charles Sigmund, Director, Department of Parks & Recreation; Lawrence Caroselli, Director, Department of Finance

There is a parcel of property, approximately 3 acres, across from Rizutto Park in Elizabeth for sale. Currently, Commerce Bank has a contract pending for \$1.85 million. Kean University is also interested in the property and will also pay \$1.85 million. An appraisal of the property was performed and by a firm certified by Green Acres and the appraised price is \$1.85 million. Union Township does not want a bank at that intersection, nor do they support the construction of dorms. The development of this parcel would pose significant environmental impact for the area. The County Manager is requesting authorization to present an offer should the opportunity present itself in the amount of \$1.85 million.

The Board supports the acquisition.

7. Potential Land Acquisition: Wildwood Terrace, Union Township  
Guests: Victoria Durbin, Trust Fund Administrator; Kelly Coyle, Deputy Trust Fund Administrator; Charles Sigmund, Director, Department of Parks & Recreation; Lawrence Caroselli, Director, Department of Finance

There is a parcel of property approximately one-half acre available for sale in Union Township adjacent to the Elizabeth River Parkway. Currently, there is a subdivision proposed on the property for a housing development. Union Township would like to see the property preserved for open space. There is some discrepancy over the number of buildable, however, the County's appraiser said there are three. There is a house on the property. The owner would retain the house and the right to access the property. The appraised value is \$175,000 per lot. The proposed purchase price is \$417,000, which will not include infrastructure, reoccurring costs and improvements. This property, although smaller than the Board usually considers, is contiguous to County parkland, which makes it an attractive purchase.

The Board supports the acquisition.

8. Potential Land Acquisition: Schwartz Farm, Clark, New Jersey  
Guests: Victoria Durbin, Trust Fund Administrator; Kelly Coyle, Deputy Trust Fund Administrator; Charles Sigmund, Director, Department of Parks & Recreation; Lawrence Caroselli, Director, Department of Finance

Regarding the negotiations over the Schwartz Farm, the Schwartz family agreed to the County's last offer of \$3.6 million. The property is slightly less than 5 acres. The property lies mostly in Clark with a small portion in Westfield.

The Board supports the acquisition.

9. Potential Land Acquisition: St. Agnes' Church, Clark, New Jersey

Guests: Victoria Durbin, Trust Fund Administrator; Kelly Coyle, Deputy Trust Fund Administrator; Charles Sigmund, Director, Department of Parks & Recreation; Lawrence Caroselli, Director, Department of Finance

The Trust Fund Office wanted to provide an update on the purchase of the St. Agnes' Church Property. The County is currently in contract negotiations with attorneys. The County is purchasing 13+ acres. The price and subdivision lines have been agreed upon. The Newark Archdioceses has given approval to move forward.

The Board supports the acquisition.

10. Contract Negotiations: Trinitas Hospital

Guests: Harold Gibson, Director, Department of Public Safety; Frank Crose, Director of Division of Correctional Services and Frank Guzzo, Director, Department of Human Services; Lawrence Caroselli, Director, Department of Finance

The County over authorized its contract with Trinitas Hospital – not overspent, but over authorized - going back two years. The County is entering into discussions with Trinitas to reduce the over all number.

The Trinitas agreement we have is separate from Correctional Health Services. The contract with CHS is for \$4 million for health services provided inside the jail. If there are specialized services needed, the inmate is transferred to Trinitas. CHS is responsible for negotiating the agreement, auditing the payments to ensure they are accurate and authorizing the County to pay. The County is locked into the drg rate for up to \$60,000 per inmate / patient. If the services exceed \$60,000, The County pays the difference of the drg rate up to 60%. Within the last year, Trinitas has been increasing costs and the County has been forced to send inmates to other areas because they reduced their specialties. There are about 8 claims totaling \$500,000 above the authorized contract. The cost Trinitas is claiming is excessive. The County wants to negotiate directly with Trinitas.

The Directors are also looking into using a hospital in East Orange which has an underutilized locked unit. Further, there will be no stop lost gap. The rate is the rate despite how long the patient is there. At this time, the County is facing an additional \$2.2 million. This also assumes that 2007 would stay at \$600,000, which is not likely. There are inherent problems with the contract with Trinitas and with CHS. Recommendation will be to combine inside and outside medical services so the County is only dealing with one contract.

11. Potential Contract Negotiations

A consultant specializing in corrections has been contacted to offer suggestions on streamlining operations and reducing overtime in the Union County Jail. The Board will be presented with a proposal for their consideration.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – MARCH 29, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. Personnel Matters: Early Retirements in the Office of the Prosecutor

Guest: Theodore Romankow, Union County Prosecutor

The Prosecutor asked the Board for their approval for an additional three month extension on the early retirement program for three employees. These three employees run three particular bureaus within the office. Because the contract negotiations with the assistant prosecutors' contract have not been settled, personnel matters have been pushed back three months. If this extension was not permitted, the employees would start taking vacation time within two weeks because they are scheduled to retire in July, leaving a void in the office.

The Board supports the request.

2. Contract Negotiations: Paige Plus, LLC, Trenton, NJ

Guests: Harold Gibson, Director, Department of Public Safety; Frank Guzzo, Director, Department of Human Services

Questions relative to the terms of the proposal submitted by Paige Plus, LLC were discussed.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – APRIL 19, 2007**

Chairwoman Bette Jane Kowalski presided. Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Vice Chairman Angel G. Estrada was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. Contract Negotiations: Union County Assistant Prosecutor's Association

Guests: Joseph Salemme, Labor Negotiator; Theodore Romankow, Union County Prosecutor; Albert Cernadas, First Assistant Prosecutor; Lawrence Caroselli, Director of Finance; Norman Albert, Deputy County Counsel

The issues of the contract negotiations including step adjustments, health benefits for life with 0-0 increases, and on-call stipends were discussed. The County's initial proposal, the association's counter proposal and Mr. Salemme's final offer were discussed. Mr. Salemme explained that the consecutive 0-0 is a trend we've established with other bargaining units. Other economic considerations were discussed and Mr. Salemme does not feel they are out of line with other contracts. {Minutes redacted under Attorney-Client privileged communication on potential litigation / contract dispute pursuant to NJSA 47:1A-1 and Minutes redacted under Attorney-Client privileged communication pursuant to NJSA 47:1A-1}

{Minutes redacted under Attorney-Client privileged communication on potential litigation / contract dispute pursuant to NJSA 47:1A-1 and Minutes redacted under Attorney-Client privileged communication pursuant to NJSA 47:1A-1}

The Board supports the 0-0 increases with benefits for life and the step class adjustments recommended by Mr. Salemme. The Board also supports the On-Call Stipends, with an adjustment in the Homicide category for \$250 per call, reducing the allotment to \$10,000, with the exception of Freeholder Ward who did not approve decreasing the on-call Homicide stipend. On-Call Stipends and Child Abuse stipends will stay as recommended. The Supervisory Stipends will not be granted.

The Board supports leaving the salary max at 92.5% of the Prosecutor's salary.

{Minutes redacted under Attorney-Client privileged communication on potential litigation / contract dispute pursuant to NJSA 47:1A-1 and Minutes redacted under Attorney-Client privileged communication pursuant to NJSA 47:1A-1}

Please see backup for additional information.

**May 3, 2007 Executive Minutes not available – have not been approved as of January 16, 2008**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Rick Proctor was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

2. Contract Negotiations: Union County Assistant Prosecutor's Association

Guests: Joseph Salemme, Labor Negotiator

A tentative agreement between the County and the Assistant Prosecutor's Association has been reached. The vote to ratify the agreement is being scheduled for next week. The resolution will appear on the agenda if the agreement is ratified. The details of the final agreement are attached.

3. Contract Negotiations: Union County Vocational Technical School / Magnet School

Guests: Dr. Thomas Bistocchi, Superintendent; Marge Devanney, Board of Ed Vice President; Scott Rubin, Campus Supervisor

Dr. Bistocchi approached the Board about developing a Performing Arts Academy for theatre and dance at the Union County Vocational Technical / Magnet School. There are surrounding counties whose Vocational Technical schools offer performing arts studies, however, Union County's program will partner with Kean University, a first for New Jersey. The students will spend their first three years on the high school campus. In their senior year, they will attend classes at Kean University, earning credits to complete both their senior year of high school and their freshman year of college.

There are two scenarios available for housing this program on campus. Either scenario may require Agreements, to be negotiated, involving the County, VoTech, UMDNJ and/or Kean University. There is a building located on the VoTech campus currently occupied and underutilized by UMDNJ. Dr. Bistocchi has begun discussions and will try to negotiate with UMDNJ to get them to vacate the premises and relocate closer to their facilities in Newark. The building is larger than they would necessarily need and it would need to be renovated. The second option is to build a facility that would suit their program needs. The costs to renovate the existing facility will be \$200 per square foot and the cost to construct a new building would be \$300 per square foot.

The second component to the Program would be to either construct a new building, renovate an existing area or put an addition onto an existing building at Kean University to accommodate the new program. Any of these options will require

additional discussions and negotiations with Kean University. Further, there will be construction costs for any facility that would be required at Kean.

Dr. Bistocchi is requesting \$20 million in capital funding for construction of the facilities. The first academic class could fit in the empty space in the UMDNJ building. However, the new facility will have to be ready for September 2009, when the second freshman class starts.

Dr. Bistocchi will have to start developing marketing materials now to be prepared to host informational sessions with prospective students and their parents in September 2007, in order to fill their first freshman class in September 2008.

The Board asked Dr. Bistocchi to make a more formal financial presentation to the Fiscal Committee and to explore more cost sharing options for construction with Kean University.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – MAY 24, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Chester Holmes and Freeholder Deborah P. Scanlon were absent.

County Manager George W. Devanney, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

4. Contract Negotiations: Potential Lease Negotiations with the Westminster Avenue Building

Guest: Frank Guzzo, Director, Department of Human Services

Vice Chairman Estrada was approached by a local business owner about the possibility of leasing parking spaces at the Westminster Avenue Building, a building the County leases. The business owner would like to rent the spaces on Thursday, Friday and Saturday nights to provide parking for his night club patrons; lack of adequate parking is currently an issue the Elizabeth Planning Board has with the proposed plan.

The Board agreed to allow County Counsel to look into the possibility of sub-leasing the spaces and what, if any, impact/issues arise relative to the existing Lease Agreement. Negotiations would probably be necessary with the landlord and this may very well be an item that must go out to bid. County Counsel will research the issue and report back to the Board. The Board is supportive of this potentially revenue-generating item.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
SPECIAL MEETING – THURSDAY, JUNE 7, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, and Freeholder Daniel P. Sullivan were present. Freeholder Alexander Mirabella and Freeholder Nancy Ward were absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. On-going litigation: Waste Management v. Union County Utilities Authority / County of Union  
Guests: Jonathan Williams, Esq. and Kevin Conti, Esq., DeCotiis, Fitzpatrick, Cole & Wisler, Counsel to the UCUA; Dr. Sunil Garg, Esq., Executive Director, Union County Utilities Authority

The Board was updated on the aforementioned matter involving on-going litigation {Minutes redacted under Attorney-Client privileged communication in a matter involving on-going litigation pursuant to NJSA 47:1A-1}.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – THURSDAY, JUNE 7, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Rick Proctor and Freeholder Daniel P. Sullivan were present. Freeholder Alexander Mirabella, Freeholder Deborah P. Scanlon and Freeholder Nancy Ward were absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

2. Contract Negotiations involving the Union County Vocational Technical High School  
Guests: Lawrence Caroselli, Director, Department of Finance

The Fiscal Committee recommends that the Board allow the Union County Vocational Technical High School to begin contract negotiations with several entities to pursue the Performing Arts Academy.

{Minutes redacted under Attorney-Client privileged communication in a matter involving on-going contractual negotiations pursuant to NJSA 47:1A-1.}

The Board supports the proposed program and agrees that contract negotiations should commence.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – THURSDAY, JUNE 21, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Rick Proctor was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, Deputy County Counsel Norman W. Albert, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. Contract Negotiations with Trinitas Hospital

Guests: Director Frank Guzzo, Department of Human Services; Director Harold Gibson, Department of Public Safety; Director Lawrence Caroselli, Department of Finance; Rich Bausch, Esq., Schenck, Price

Resolution Number 2007-603 on tonight's agenda authorizing an additional \$701,000 to Trinitas Hospital was discussed. The amount approved in the original resolution awarding a contract to Trinitas Hospital for medical services for the Union County Jail and the Juvenile Detention Center was exceeded by over \$1.1 million. That amount was negotiated down to \$701,000. Although, inmate and detainee medical expenses are budgeted for, the expense for this service is one that can never really be accurately projected. Although the budget was not overspent, the contract amount approved by the Freeholder Board was exceeded. This resolution satisfies outstanding bills through 2006.

The current contract with Trinitas has a stop gap clause which is activated when an inmate's expenses hits \$60,000. The reimbursement rate is 11% until the expenses reach \$60,000 then the rate jumps to 60% retroactively.

The County will take the following steps to prevent escalating costs from happening in the future:

- The County will seek to negotiate a contract with East Orange Hospital to provide non-emergent medical care for UC Jail inmates and JCD detainees. East Orange Hospital not only has a locked unit, which will save the county money in overtime in the Sheriff's office, but there will be no stop gap clause.

- The County will go out to bid at the end of 2007, when the contract expires, for a contract starting in 2008 to combine both services (Jail and JDC) into one contract.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – THURSDAY, JULY 19, 2007**

Vice Chairman Angel G. Estrada presided. Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Chairwoman Bette Jane Kowalski and Freeholder Chester Holmes were absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following item was discussed:

1. On-Going Litigation: Todaro v. Union County

Guest: Frank Capece, Esq., Harold Gibson, Director, Department of Public Safety

Mr. Capece, counsel representing the County in this matter, approached the Board with settlement options in the aforementioned case. {Minutes redacted under Attorney-Client privileged communication pursuant to NJSA 47:1A-1.}

County Counsel Bob Barry recommends negotiating front pay. The Board supports the recommendation and gives Mr. Capece the authority to settle this case in terms of front pay in an amount not to exceed \$250,000.

2. Matters of Attorney Client Privilege: Fanelli V. Union County

County Counsel addressed concerns the Board had relative to inaccurate and misleading statements made by a member of the public in several public arenas regarding pending lawsuits, Fanelli v Union County in particular. Due to the confidentiality agreement that has been signed by both parties, this matter cannot be discussed by the County in a public forum, and therefore, comments made by the public cannot be refuted in detail. County Counsel addressed and discussed the inaccuracies and misleading statements with the Board.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – THURSDAY, AUGUST 9, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, and Freeholder Daniel P. Sullivan were present. Freeholder Chester Holmes, Freeholder Adrian O. Mapp and Freeholder Nancy Ward were absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

1. Contract Negotiations – Inter-local Health Services Agreement with the City of Elizabeth

Guests: Harold Gibson, Director, Department of Safety; Ryan Garner, Director, Intergovernmental Relations

The County Manager discussed the Inter-local Health Services Agreement with the City of Elizabeth as it relates to the resolution being presented to the Board on the agenda. The Board has agreed to extend the contract on a month by month basis terminating October 31, 2007 for \$1,000 per month until the new Health Officer can commence his position.

2. Personnel Matters relative to the Union County Division of Health

Guests: Harold Gibson, Director, Department of Safety; Ryan Garner, Director, Intergovernmental Relations

County Manager Devanney presented a proposal to restructure the current Division of Health and presented his candidate to fill the position of Union County Health Officer. Please see attached. The Board supports the restructuring.

3. Contract Negotiations relative to the Union County Medical Examiner

Guests: Harold Gibson, Director, Department of Safety; Ryan Garner, Director, Intergovernmental Relations

County Manager Devanney updated the Board on the contract negotiations with the prospective new Medical Examiner, Zhongxue Hua, MD-Ph.D. He is scheduled to start September 1, 2007. However, based upon recent communications, the State wishes to delay Dr. Hua's departure. Dr. Hua may ask for a January 2008 start date allowing the State time to fill his vacancy.

4. Public Safety Matters / Personnel Matters / Contract Negotiations with Respect to the Union County Jail

Guests: Harold Gibson, Director, Department of Safety; Frank Guzzo, Director, Human Services; Lawrence Caroselli, Director, Department of Finance Ryan Garner, Director, Intergovernmental Relations; Joe Salemme, Labor Negotiator; Gary Hilton and Stan Repko, Paige Plus, LLC,

In May 2007, Paige Plus, LLC was awarded a contract to perform an independent study on the operations of the Union County Jail. Mr. Hilton and Mr. Repko presented many suggestions for improvements in the Union County Jail, some of which are already being implemented.

Their update focused on three specific areas including improving IT Infrastructure by purchasing an electronic admissions system, staff scheduling software and automating the medical records system. The systems are currently manual and very time consuming.

{Minutes redacted under Attorney-Client privileged communications on potential litigation / contract dispute pursuant to NJSA 47:1A-1}.

Finally, they addressed several security and safety issues which will be addressed including camera installation.

The cost of the suggested improvements will be covered by a substantial reduction in overtime costs and a savings in tax dollars expended will still be realized.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – THURSDAY, AUGUST 23, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, Deputy County Counsel Norman Albert, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

1. Ongoing Litigation: Brunson v. Union County Department of Corrections

Deputy County Counsel Norm Albert is requesting permission to settle for up to {Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1} with some leeway to negotiate the terms of the settlement.

The Board supports the request.

2. Ongoing Litigation: Contreras v. Union County Clerk

Deputy County Counsel Norm Albert is requesting an amount of \$200,000 to put into a fund administered by the plaintiff's law firm for other plaintiff's to make

claims against, since this is a class action law suit. If there are funds left over, the money will be returned to the county. This amount includes attorney's fees.

The Board supports the request.

3. Personnel Matters

Guests: Harold Gibson, Director, Department of Public Safety

{Minutes redacted relative to a personnel matter exempt pursuant to NJSA 47:1A-1}

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – THURSDAY, SEPTEMBER 20, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Alexander Mirabella was absent

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, Deputy County Counsel Norman Albert, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

1. On-going Negotiations between the NJ State Golf Association and the Union County Improvement Authority relative to the County-owned Galloping Hill Golf Course project

Guests: Jonathan Williams, Esq. & Kevin Kinsella, Esq., DeCotiis, Fitzpatrick & Gluck, Counsel to the Union County Improvement Authority, Charles Sigmund, Director, Department of Parks, Recreation and Facilities; Lawrence Caroselli, Director, Department of Finance

The UCIA has been negotiating with the New Jersey State Golf Association to construct a club house and training facility at Galloping Hill Golf Course. The NJ SGA is willing to bear the cost of construction and enter into a lease agreement with the County, paying the county to lease office space in the club house. The UCIA is asking the Board for \$100,000 to put towards the NJ SGA's engineering costs. The NJ SGA is preparing to make a multi-million dollar investment at the County's golf course and are asking for a minimal buy in from the County.

{Minutes redacted under Attorney- Client privileged communication on a matter involving on-going contractual negotiations pursuant to NJSA 47:1A-1}

{Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1}

{Minutes redacted as same involve on-going negotiations / discussions relative to potential acquisition of real property under Attorney- Client privileged communication pursuant to NJSA 47:1A-1; disclosure at this time could adversely affect the public interest.}

2. UCIA relative to Asset Monetization

Guests: Jonathan Williams, Esq. & Kevin Kinsella, Esq., DeCotiis, Fitzpatrick & Gluck, Counsel to the Union County Improvement Authority, Lawrence Caroselli, Director, Department of Finance

Union County entered into agreement w the Union County Improvement Authority to take steps to examine surplus properties to achieve asset monetization.

{Minutes redacted under Attorney- Client privileged communication on a matter involving on-going contractual negotiations pursuant to NJSA 47:1A-1}

{Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1}

{Minutes redacted as same involve on-going negotiations / discussions relative to potential acquisition of real property under Attorney- Client privileged communication pursuant to NJSA 47:1A-1; disclosure at this time could adversely affect the public interest.}

3. Contract Negotiations regarding a the acquisition of St. Agnes' property, Clark, New Jersey

Guests: Victoria Durbin, Trust Fund Administrator, Charles Sigmund, Director, Department of Parks, Recreation & Facilities

Ms. Durbin advised the Board that one of the surface borings performed by PMK revealed lead and arsenic contamination above most stringent DEP standards. The contamination could be an isolated dumping situation or not but further investigation is obviously required. The County Manager gave PMK permission to go forward with additional testing. She expects to have results back on October 5<sup>th</sup>.

4. Potential Litigation relative to the new Federal Aviation Administration Metropolitan Area Airspace Design

Presented by Robert E. Barry, Esq.

County Counsel Robert Barry discussed potential litigation with the Federal Aviation Administration regarding the Metropolitan Area Airspace Design, which will adversely affect the residents of Union County. The Board supports hiring outside counsel to pursue the County's legal options in this matter.

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Rick Proctor was absent

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

5. Collective Bargaining Agreement with Council 8

Guest: Joseph Salemme, Labor Negotiator; Lawrence Caroselli, Director, Department of Finance

The current contract with Council 8 expires at the end of 2007. Mr. Salemme explained that he surveyed other municipalities and counties to get a sense of what negotiations are entailing. Essentially, the State's agreement with the CWA is going to set a trend in the negotiating process. Council 8 is hiring an actuary to determine the financial feasibility of health benefits for life.

See attached documentation.

6. Collective Bargaining Agreement with Teamsters Local 102 Jail Professionals

Guest: Joseph Salemme, Labor Negotiator; Lawrence Caroselli, Director, Department of Finance

This contract affects mostly social workers in jail, and a few teachers in the Juvenile Detention Center. The contract period runs from 2006 through 2008. Mr. Salemme expects that this pattern will follow suit with previously settled agreements with two exceptions.

{Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1.}

This settlement represents the last contract for this round of bargaining. All employees are within the new county health benefits structure.

See attached documentation.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
REGULAR MEETING – THURSDAY, OCTOBER 25, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder

Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Adrian O. Mapp was absent

Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

7. Discussions with the Union County Improvement Authority Relative to Asset Monetization

Guest: Jonathan Williams, Esq., DeCotiis Fitzpatrick, Counsel to the UCIA

{Minutes redacted under Attorney - Client privileged communication on a matter involving on-going contractual negotiations pursuant to NJSA 47:1A-1}

{Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1}

{Minutes redacted as same involve on-going negotiations / discussions relative to potential acquisition of real property under Attorney- Client privileged communication pursuant to NJSA 47:1A-1; disclosure at this time could adversely affect the public interest.}

8. Pending Litigation: Union County v. Federal Aviation Administration

Guest: Jonathan Williams, Esq., DeCotiis Fitzpatrick, Counsel to the UCIA

Mr. Williams wanted to update the Board on the litigation against the Federal Aviation Administration. A notice of appeal was filed with the US Court of Appeals to the 3<sup>rd</sup> Circuit. Because other law suits have been filed in the District of Columbia, the matter has been consolidated in the 3<sup>rd</sup> Circuit. The litigation should take approximately one year.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – THURSDAY, NOVEMBER 8, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present. Freeholder Chester Holmes was absent.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

1. On-going litigation in the matter of Maria Todaro v. UC, et al

Guest: Frank Capece, Esq.

{Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1}

The Board supports the settlement.

2. On-going litigation in the matter of The Estate of Edward Sinclair v. UC, et al  
Guest: Alex Booth, Esq., Frank Guzzo, Director, Department of Human Services

Mr. Booth is requesting approval to settle the matter involving the Estate of Edward Sinclair in the amount of \$780,000, which is inclusive of legal fees.

The Board supports the settlement.

3. Contract negotiations relative to the St. Agnes Property acquisition, Clark, NJ  
Guest: Victoria Durbin Drake, Trust Fund Administrator

Ms. Drake provided the Board with an update on the soil testing on the St. Agnes Property. Some lead and arsenic contamination exists, most likely because the property was once farm land. The contamination is typical of pesticides used at the time. Testing to date indicates a surface level contamination but further testing will be conducted. St. Agnes will be responsible for the cost of the remediation up to \$750,000. The County will move forward with the closing and hold \$750,000 in escrow to pay for the remediation.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – THURSDAY, NOVEMBER 29, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

1. Personnel Matters: Reappointment of Nicole L. DiRado, RMC, MPA, Clerk of the Board

The Board discussed the reappointment of Nicole L. DiRado, RMC, MPA, as Clerk of the Board for the term commencing December 4, 2007 through December 3, 2010. The Board supported Ms. DiRado's reappointment.

**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS  
EXECUTIVE SESSION MINUTES  
AGENDA MEETING – THURSDAY, DECEMBER 6, 2007**

Chairwoman Bette Jane Kowalski presided. Vice Chairman Angel G. Estrada, Freeholder Chester Holmes, Freeholder Adrian O. Mapp, Freeholder Alexander Mirabella, Freeholder Rick Proctor, Freeholder Deborah P. Scanlon, Freeholder Daniel P. Sullivan and Freeholder Nancy Ward were present.

County Manager George W. Devanney, Deputy County Manager M. Elizabeth Genievich, County Counsel Robert E. Barry, Esq., and Clerk of the Board Nicole L. DiRado were also present.

The following items were discussed:

2. Personnel Matters:

{Minutes redacted relative to a personnel matter exempt pursuant to NJSA 47:1A-10.}

3. Personnel Matters:

{Minutes redacted relative to a personnel matter exempt pursuant to NJSA 47:1A-10.}

4. Personnel Matters: Administration Code Change, Health Benefits, Reorganization

*Health Package*

Currently, the state and approximately 19 counties within the state offer a health benefits package for persons retiring after 25 years in PERS. The County Manager would like to offer the same package to directors, division heads, with the added requirement that they have spent 5 years of service to the County. This becomes supplemental once the employee becomes age appropriate for Medicare/Medicaid.

We are one of the counties that don't provide this incentive and, the absence of this incentive, could effect the County's ability to retain and attract high level employees. Further, there are several high level officials within Union County looking to retire primarily because of the retirement package, and they otherwise would not have.

Further, the County Manager is asking the Board to consider providing lifetime benefits to employees who are on permanent disability due to injury on the job. These are employees who most likely would not have left the employ of the County. There are 14 employees who are eligible. It would cost {Minutes redacted relative to a personnel matter exempt pursuant to NJSA 47:1A-10} and { Minutes redacted under Attorney Client privileged communications on a matter involving on-going contractual negotiations pursuant to NJSA 47:1A-1.}

The Board asked, if an accidental disability retiree has alternative source of coverage, could the retiree be required to obtain such coverage as primary with the County becoming secondary. County Counsel advised {Minutes redacted under Attorney- Client privileged communication pursuant to NJSA 47:1A-1}. The Board also asked if there would be a coordination of benefits. The Deputy County Manager said that she would provide additional information and that this section of the ordinance would not be introduced at the following Regular Meeting.

*Reorganization of the County of Union*

The County Manager proposed a change in the Administrative Code which affects the organization of the County. He is proposing a merger of the Department of Parks, Recreation and Facilities and the Department of Economic Development. The new department, Department of Parks and Community Renewal, will be directed by Alfred Faella. Mr. Sigmund, the current Parks Director, will be named the Deputy Director. Ms. Carolyn Sullivan, currently of the County Manager's office, will become a bureau chief and address the issue of encroachments along with governmental relations and cultural affairs. Building Services will come under the auspices of the Department of Engineering and Public Works, as will maintenance of their vehicles.

5. Personnel Matters: Salaries of Freeholders, County Manager, Deputy County Manager, Department Heads and the Clerk of the Board

Job performances and salary increases for the Freeholders, County Manager, Deputy County Manager, Department Heads and the Clerk of the Board were discussed.