

**BOROUGH OF BRADLEY BEACH  
COUNCIL BUSINESS MEETING MINUTES  
FEBRUARY 28, 2024 AT 6:30 P.M.**

**A Meeting of the Mayor and Council of the Borough of Bradley Beach was held in the Meeting Room, 701 Main Street, Bradley Beach, New Jersey on the above date and time.**

**IN ACCORDANCE WITH THE PROVISIONS OF THE OPEN PUBLIC MEETINGS ACT, PUBLIC MEETINGS MAY BE HELD IN PERSON OR BY MEANS OF COMMUNICATION EQUIPMENT TO INCLUDE STREAMING SERVICES AND OTHER ONLINE MEETING PLATFORMS (N.J.S.A. 10:4-8b).**

**THIS MEETING WAS HELD IN-PERSON AND THROUGH THE ZOOM MEETING PLATFORM, BEING BROADCAST FROM BOROUGH HALL, 701 MAIN STREET, BRADLEY BEACH, NJ 07720. PUBLIC PARTICIPATION FOR THIS COUNCIL BUSINESS MEETING OF FEBRUARY 28, 2024 WAS AVAILABLE IN PERSON OR THROUGH THE ZOOM LINK POSTED TO THE WEBSITE. THE COUNCIL MEETINGS (RESOLUTION 2023-289 ADOPTED DECEMBER 6, 2023) FOR CALENDAR YEAR 2024 WAS ADVERTISED IN THE NEW COASTER, THE COAST STAR, AND THE ASBURY PARK PRESS ON DECEMBER 14, 2023.**

**WITH ADEQUATE NOTICE HAVING BEEN GIVEN, THE MUNICIPAL CLERK IS DIRECTED TO INCLUDE THIS STATEMENT IN THE MINUTES OF THIS MEETING.**

**CALL TO ORDER**

**Mayor Fox opened the meeting with a salute to the flag.**

**Sunshine Law was read.**

**ROLL CALL AT 6:30 P.M.**

**Present at the February 28, 2024 Council Business Meeting:**

**Councilwoman DeNoble, Councilman Gubitosi, Councilwoman Mahoney, Councilman Weber,  
Mayor Fox**

**Acting Borough Administrator, Meredith DeMarco**

**Municipal Clerk, Erica Kostyz**

**Borough Attorney, Gregory Cannon**

**Michelle Whille, Deputy Municipal Clerk, Zoom Facilitator**

**Police Lieutenant Detective, Terry Browning, Police Sargeant Anthony Murray,**

**Police Officer Gregory Pancza, Police Officer Christopher Wilson**

**Mayor Fox:**

**Reiterated the Governing Body's process to welcome disagreements but try to understand different perspectives. Mayor Fox encouraged everyone to have a constructive voice this evening, gauge their tone as we are all neighbors and continue join in the vision to improve Bradley Beach.**

**EXECUTIVE SESSION:**

ON MOTION by Fox/Gubitosi to retire into Executive Session at 6:35 p.m. to discuss an Attorney-Client Privilege Matter, a Personnel Matter, and an Investigation Matter.

**Resolution 2024-55 Retire into Executive Session.**

ROLL CALL:

AYES: DeNoble, Gubitosi, Mahoney, Weber, Mayor Fox  
NAYS: None  
ABSENT: None  
ABSTAIN: None

ON MOTION by Fox/Gubitosi to return from Executive Session at 7:05 p.m. and conclude the Council Business Meeting.

ROLL CALL:

AYES: DeNoble, Gubitosi, Mahoney, Weber, Mayor Fox  
NAYS: None  
ABSENT: None  
ABSTAIN: None

**MAYOR AND COUNCIL REPORTS:**

**Councilman Weber:**

- **Commented on the recent events involving the Police Department BWC footage that has been released. Councilman Weber stated the Police Department is more than its Chief. Councilman Weber also commented on the Monmouth County Prosecutor’s Office Report release to the Council by Administration.**
- **The Shade Tree Commission will be having a tree planting on May 4<sup>th</sup>.**
- **The BBBCA event at UVA’s was great.**

**Councilwoman Mahoney:**

**There are a lot of people in attendance tonight. I suppose you are not all present to hear us pass a resolution on Mosquito control. Hello to our DPW members in the back, I see you and know that you have been negotiating for over a year for a contract, and while the residents and administration have had nothing but praise for your contribution and dedication to the town, here you are. Now if we could only get DPW, our hard-working Dispatchers, and other Union members a fair and amenable contract.**

**The Council and questioning residents, still await the RFPs for 319 Larcine. These documents seem to be at a complete standstill. I had a meeting with the Mayor and Acting BA on November 15<sup>th</sup> and had been asked the parameters of what I would like to see happen to the church. At this meeting where RFPs were mentioned, I made it very clear that I had no desire for the Borough to get involved in the demolition business. And here we are three and a half months later, stalled, with promised, and dare I say unnecessary, RFPs nowhere in sight.**

**Just as our Police Department is made up of more than our Chief, this administration is made up of more than the Mayor and Acting Business Administrator. It is also made up of the men and women who sit on this Council.**

With regard to the incident on Main Street involving our soon-to-be-retired Police Chief, this is another example of a failure. By imploring our "tight knit" community to turn a blind eye and improve itself in the wake of a scandal, residents are left not only admonished for their outrage, but forced to pay for yet another administrative misstep.

And finally, the Land use Board met on February 15<sup>th</sup>. This was a re-vote of a previously denied application from November 16<sup>th</sup>. Here, a majority approved a 2.5 story dwelling on an undersized lot with 7 variances. There were also two zoning determinations: one was denied and one was settled.

**Councilman Gubitosi:**

- Police responded to a severely intoxicated subject causing a disturbance in a local Main Street business. He was cited for public nuisance and given a formal trespass notice by the store. A local subject was arrested for Invasion of Privacy stemming from an incident involving sexual photos.
- I want people to know that the delivery of the budget to the Council is late again. This is the third consecutive year that the Council must wait beyond stated timeframes for transmission of the budget. At our January 24<sup>th</sup> meeting this Council passed a resolution extending the time frame for the transition of the budget to the Council from January 27<sup>th</sup> to February 27<sup>th</sup>. The Administration promised that this would serve as a deadline, and that they would try to provide some or all of the budget in advance of this new deadline. Two weeks ago, at our last meeting on February 14<sup>th</sup>, I mentioned that I was still hopeful that the budget would be transmitted on or before February 27<sup>th</sup>. It is now February 28<sup>th</sup> and no budget has been transmitted to the Council. The 2022 Audit report continues to be delayed and I am hopeful that this will not contribute to further delays in the budget transmission to the Council.
- In the last Council meeting, we presented a plan to improve the Borough's recognition of our Fallen War Heroes. This plan will include centralizing our monuments in Riley Park, adding light pole "Banners" for each of Bradley Beach's 20 Fallen Heroes, and publishing a brochure with Bios of our Fallen Heroes. As the Council representative on this project, I am trying to figure out the best way to expedite "Public Financing" of this project. The deadline is very tight. We hope to raise \$12,000 in March, so we can initiate necessary purchases and be prepared for our Memorial Day Ceremonies on May 27<sup>th</sup> just two months away. We will begin to solicit private donations within the next week.
- Many residents continue to ask me about the status of the sale of the 319 LaReine Church property. As recently as last week, I was told by Council President DeNoble that the Administration has not yet started developing RFPs and that they have not yet secured approval for subdivisions requested by the Council. Very little information has been disseminated by the Administration to the Council. Before we move too far forward in a direction that I do not support, I want to state my preferences clearly for the record:
  1. I completely support the development and approval of *Council-approved* subdivisions for this property.
  2. I will need a *Council-approved* "Requirements Document" to detail the Borough's demands for the acquiring developer. I say "Council-Approved" because it must not be generated in a vacuum by the QPA, or by the Administration, without Council review and approval.

3. I am not in favor of the Borough assuming responsibility for demolition. It would expose the Borough to financial risks of poor project management and broader liabilities tied to the environmentally sound removal of any hazardous materials. I made this very clear in our Council Meeting of October 25, 2023. And, finally...
4. My clear and stated preference has been to hold a public auction with minimum bids identified -- Not RFPs.

Although I am told by Council President DeNoble, that RFPs have not yet been developed, I want to make sure that the public knows my preferred approach now, so there will be less confusion later.

- I see that many of our DPW employees have joined our audience tonight. Welcome! I want to take this opportunity to say that -- for me -- it is critical to see the Borough and your Union, Local 152, come to a fair Bargaining agreement for all. I know very little about the process to date, but I can say that it is taking far too long to resolve. On behalf of many residents - including the people sitting here on the Council and for all those whose snow you plow, whose beach you manicure, and whose trash you remove, I want to say: “We appreciate your commitment to our residents, and we thank you for your passion and hard work in support of our Borough.”
- I would like to make a statement about “The Incident” involving our Police Department. Bradley Beach is a wonderful town and simply does not deserve these this international “Black Eye.” We need to replace raw emotions and anger, with logic and cooperation. The people I have the greatest respect for are the brave men and women in our Bradley Beach Police Department. They continue to do their jobs, protect the public, put their lives on the line all while surrounded by this intense media scrutiny. It is unfortunate that Mayor Fox has kept this investigation shielded from our Borough Attorney, Mr. Cannon, and from the Borough Council. I believe the Mayor acted illegally in doing so, ignoring our Ordinances that authorize Council involvement in any Police investigation. I do not understand the Mayor’s motives, but his unilateral actions have only contributed to this media frenzy.

Given Mayor Fox’s disregard for the authority of the Council, Councilman Gubitosi made a motion for a vote of no confidence in the Mayor’s ability to perform his duties. Seconded by Councilwoman Mahoney.

**ROLL CALL:**

AYES: DeNoble, Gubitosi, Mahoney, Weber  
 NAYS: Mayor Fox  
 ABSENT: None  
 ABSTAIN: None

**Councilwoman DeNoble:**

- Stated this has been a distressing time and everyone needs to work together to create a better Bradley Beach and the Police Department can move forward under new leadership.
- Reported several items pertaining to the Board Education to include the Teacher of the Year Award, Second Grade High Honor Roll recipients, the Bradley Beach Education Foundation High School Scholarship, and the PTA Gift Auction will be held on April 14<sup>th</sup> at 3:00 p.m.
- Tourism will be conducting their Shamrock Hunt March 11<sup>th</sup> to March 17<sup>th</sup>, Earth Day will occur April 21<sup>ST</sup> in Reilly Park, the Women’s History Month Celebration will be honoring the Bradley Beach Tourism Director, Amy Hall for outstanding community leadership on March 14<sup>th</sup> in Asbury Park.

### Mayor Fox:

- Phase I of the Biase Center re-occupancy for Community Development, Meals on Wheels, and the Senior Center has been completed and the building looks better than ever. We are working with the Historical Society on plans both interim and long-term.
- Library and Recreation – check the website for current and upcoming events and programs.
- Reported the Borough has received a four million, two hundred seventy-five thousand dollar grant for Boardwalk Preservation from the State. Mayor Fox thanked the Borough Administrator, Mr. Fehrenbach, and the Borough Engineer for their efforts to secure this grant.
- Read a prepared statement pertaining to the November 9<sup>th</sup> incident, the Chief’s administrative leave, the MCPO Summary and Conclusions Report, and the number of necessary steps taken to appropriate conclusion and ensure everyone is aligned. Mayor Fox read the conclusion section of the Prosecutor’s Report as it relates to disciplinary action recommendations which stated “Pursuant to 5.1.8 of the IAPP which stated Chief Guida is retiring as of March 1, 2024 and using accumulated leave time through is date of retirement, given these circumstances which pre-supposes that Chief Guida does not return to Bradley Beach Police Department in any capacity, we do not make any disciplinary recommendations.” Mayor Fox stated the Chief is retiring as of March 1<sup>st</sup>, a full seven months before anticipated and a significant shift in the Chief’s income and revenue. Mayor Fox stated this whole series of events is unfortunate for the individuals involved and hopes the community can move through this. Mayor Fox stated he is grateful to the Prosecutor Santiago and Assistant Prosecutor Falco along with the other members of the Monmouth County Prosecutor’s Office that worked through the series of events and issues. Mayor Fox also thanked the Labor Attorney, Ms. DeMarco, and Captain Arnold for their assistance. Mayor Fox iterated this idea that this was concluded a month ago is not the case and the MCPO is stressing confidentiality and not discerning any of these reports. Mayor Fox acknowledged the community is emotional about this situation and stated he is as well. Mayor Fox stated he feels the right steps were taken in a timely manner and appreciated the appropriate actions taken by Lieutenant Browning and Captain Arnold.

### WORKSHOP(S): None

### PRESENTATIONS:

**Proclamations: Presented by Councilwoman Mahoney and Council President DeNoble**

#### 2024 Women’s History Month Proclamation

**WHEREAS, American women of every race, class, and ethnic background have made historic contributions to the growth and strength of our Nation in countless recorded and unrecorded ways;**

**WHEREAS, American women have played and continue to play critical economic, cultural, and social role in every sphere of the life of the Nation by constituting a significant portion of the labor force working inside and outside of the home;**

**WHEREAS, American women have played a unique role throughout the history of the Nation by providing the majority of the volunteer labor force of the Nation;**

**WHEREAS, American women were particularly important in the establishment of early charitable, philanthropic, and cultural institutions in our Nation;**

**WHEREAS, American women of every race, class, and ethnic background served as early leaders in the forefront of every major progressive social change movement;**

**WHEREAS, American women have served our country courageously in the military;**

**WHEREAS, American women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the industrial labor movement, the civil rights movement, and other movements, especially the peace movement, which create a more fair and just society for all; and**

**WHEREAS, despite these contributions, the role of American women in history has been consistently overlooked and undervalued, in the literature, teaching and study of American history.**

**NOW THEREFORE BE IT RESOLVED, by the Governing Body of the Borough of Bradley Beach, that March is designated as “Women’s History Month.”**

**2024 International Women’s Day Proclamation**

**WHEREAS, International Women’s Day is celebrated globally on March 8th by those who believe in gender equality and who seek to improve the lives of all women, through cultural, legal, economic, and social change; and**

**WHEREAS, International Women’s Day celebrates the collective power of women, pays tribute to their achievements, and recognizes the remaining challenges to further efforts for women’s rights and gender equality, encouraging and mobilizing all people to contribute for positive change; and**

**WHEREAS, The Borough of Bradley Beach honors the accomplished and visionary women who have helped build our country, including those whose contributions have not been adequately recognized and celebrated; and**

**WHEREAS, The Borough of Bradley Beach pays tribute to the trailblazers from the recent and distant past for daring to envision a future for which no past precedent existed, and for building a Nation of endless possibilities for all its women; and**

**WHEREAS, Currently there are women serving locally in leadership positions, inspiring the continued work in advancing the rights, opportunities and full participation of women and girls of all backgrounds; and**

**WHEREAS, On the 111th International Women’s Day, we celebrate and encourage everyone to take actions against gender bias and inequity; and**

**WHEREAS, While International Women's Day activity escalates for March 8<sup>th</sup>, prime employers for women maintain a deep and continuous focus on equity, diversity and inclusion all year round.**

**THEREFORE, be it proclaimed by the Borough of Bradley Beach, that March 8, 2024 should be celebrated as “International Women’s Day” in appreciation of the many achievements of the women of Bradley Beach and those across this nation and the world.**

## **MINUTES APPROVAL**

ON MOTION by Fox/DeNoble to approve the Council Meeting Minutes of February 14, 2024.

### **ROLL CALL:**

AYES: DeNoble, Gubitosi, Mahoney, Weber, Mayor Fox  
NAYS: None  
ABSENT: None  
ABSTAIN: None

### **APPROVED**

### **Public Comments and Questions on Agenda Items:**

#### **In Person:**

**Eileen Shissias, 112 Fourth Avenue, commended Councilman Weber for originally initiating the Boardwalk Preservation project.**

**Ms. Shissias also presented several bill list inquiries. Listed below are the responses to those inquiries that were emailed to Ms. Shissias separately.**

#### **Arts Council Accounts & Expenditure**

**Answer: There is one budget account for the Arts Council, which is listed as "Arts on the Beach" on the Bill List. There is no admission fee to attend Arts Council performances. The Arts Council utilizes paid actors for their performances. Actors' names do appear on the Bill List to include Bradford Gallagher, Arthur Pugh, and Gia Ware. Additional expenses are anticipated for this performance, as the Borough is still waiting for signed Purchase Orders to be returned.**

#### **Jersey Shore Florist Expenditure**

**Answer: The expenditure for Jersey Shore Florist is charged to the Mayor & Council Control Account, Miscellaneous subaccount. These were a "Thank You" to the actors from the Borough, making it a Borough expense, not an expenditure at the request of the Arts Council.**

#### **K-9 Vehicle Outfit Expenditure**

**Answer: The expenditure for K9 Vehicle Outfit was for vehicle parts to outfit the new K9 police vehicle. These parts included wiring and lighting. It should be noted that Police Officers donated their time to install and outfit the vehicle themselves, saving the Borough outside labor costs. These officers performed this work while off-duty. At the January Council Business Meeting, the Governing Body approved an expenditure to Nielsen Chrysler Dodge Jeep Ram for \$45,252.45. \$38,971 was charged to the K9 Trust, \$6,281.45 was charged to the Police Department's 2023 Equipment/Vehicle Maintenance subaccount. It should be noted that Belmar provided \$4,000 in funding for the vehicle's purchase.**

#### **Tracking ID for Shade Tree**

**Answer: Please be advised that the Bill List states "Tracking Id: 23Shadtrees 2023 Tree City Application". A Tracking ID is used to track the total expenses of a project, grant, etc. In this case, these expenses are reported on the Shade Tree Commission's annual Tree City Application. The use of tracking IDs allows a report to be run for the Shade Tree Commission in order for them to complete**

required applications and reports. The expenditures reflected on the bill list are not charged to the Shade Tree Commission's budget account and do not require their approval.

### **Mahjong Instruction Classes through the Recreation Department**

**Answer: There were two Mahjongg classes, with ten participants each. Participants were charged \$40 per person for the class. This money was deposited into the Recreation Trust. This program was in high demand and netted a profit, which will be used for future Recreation Department programming, supplies and equipment.**

**Brigitte McGuire, 610 Brinley Avenue, expressed her frustration pertaining to the Monmouth County Prosecutors Office Investigation and Church RFP's.**

**Ms. McGuire asked if the Council was involved in disciplinary action.**

**Mr. Cannon responded that question is being determined by the Labor Attorney and stated the previous times Ms. McGuire asked about the investigation he did not have any information.**

**Thomas J. Coan, 612 Third Avenue, inquired about the following items:**

- **Minimum bid threshold for the Mini-Golf Course RFP – Mr. Cannon replied \$50,000.00.**
- **Bill List item for the law firm Clark, Canton & Hintz – Ms. DeMarco responded and explained this is the Special Master for Fair Share Housing.**

**Nancy Meadow, 805 Beach Avenue, complained about bill list items for the Borough calendar and the website.**

**Linda Duffy, 312 Brinley Avenue, inquired about bill list items for the Conflict Attorney and the Labor Attorney.**

**Zoom: None**

**ORDINANCES: None**

**COMMUNICATIONS : None**

### **CONSENT AGENDA RESOLUTIONS:**

**2024-50 Bill List for February 28, 2024.**

**2024-51 Approval of a 50/50 On-Premises Raffle License for the Friends of the Bradley Beach Library for Sunday, April 28, 2024 from 2:00 p.m. to 4:00 p.m.**

**2024-52 Approval to re-advertise for bids for the Shipwreck Mini-Golf Concession.**

**ON MOTION by Fox/DeNoble to adopt the Consent Agenda Resolutions.**

### **ROLL CALL:**

**AYES: DeNoble, Gubitosi, Mahoney, Weber, Mayor Fox**

**NAYS: None**

**ABSENT: None**

**ABSTAIN: None**



**ADOPTED**

**INDIVIDUAL RESOLUTIONS:**

**2024-53 Authorizes the County of Monmouth Mosquito Control Division to conduct Aerial Mosquito Control Operations within the Borough of Bradley Beach.**

ON MOTION by Fox/DeNoble to adopt Resolution 2024-53.

**ROLL CALL:**

AYES: DeNoble, Gubitosi, Mahoney, Weber, Mayor Fox  
NAYS: None  
ABSENT: None  
ABSTAIN: None

**ADOPTED**

**2024-54 Approval to apply for a Grant from the New Jersey Department of Community Affairs for approximately \$100,000.00 for Improvements to the Bradley Beach Recreation Center.**

**Mayor Fox explained the deadline for this grant has been extended which will provide more time to refine the grant.**

**Councilman Gubitosi inquired if there would still be extended time if the resolution were passed this evening.**

**Ms. DeMarco responded it would be best to table this as a precaution in the event the grant parameters change.**

ON MOTION by Fox/Gubitosi to table Resolution 2024-54.

**ROLL CALL:**

AYES: DeNoble, Gubitosi, Mahoney, Weber, Mayor Fox  
NAYS: None  
ABSENT: None  
ABSTAIN: None

**TABLED**

**ANNOUNCEMENTS: None**

**Public Comments:**

**In Person:**

**Daniel Ross, UFCW Local 152 Contractor gave a statement on behalf of the employees pertaining to the ongoing Labor Agreement Negotiations within the Borough.**

**Councilwoman DeNoble asked who the UFCW is negotiating with.**

**Mr. Ross responded Borough Labor Attorney, Eric Bernstein and outside Legal Counsel.**

**Discussion ensued pertaining to Governing Body involvement in the support of these negotiations. Chad Burns, UFCW Local 152 Contractor also gave statement pertaining to the ongoing Employee Labor Negotiations within the Borough.**

**Nicole Browning, Police Department Dispatcher, read the following prepared statement pertaining to the ongoing Employee Labor Negotiations within the Borough.**

**In case you do not know me, my name is Nicole Browning. I grew up in Bradley Beach, I graduated from the Bradley Beach Grammar School, and I have been a part of the Bradley Beach Fire Department my entire life, serving as the first female Fire Chief back in 2008. I am still very invested in Bradley Beach, so as I speak, I would like the respect of not being shouted at or being treated as if I do not matter.**

**I have been a dispatcher for the Bradley Beach Police Department for 20 years and I love my job. Some would say too much. As the Council may not know, Dispatchers, Court Personnel, Clerical and DPW are still without a contract. Out of twelve meetings the Mayor's appointed team has offered nothing. Twelve meetings Mayor, and each was worse than the last, whittling everything down until the contract was bare bones. Your Labor Attorney, Mr. Bernstein berated me, as well as using "humor" that was unbecoming of a professional. When I explained other contracts that were recently settled, and pointed out the Police received a 4% raise I was met with "Okay, I will do better than that" and raised his hand in a zero and stated, "That is what you will get". While she is not in our local union, it should also be known that the Borough Clerk has also been without a contract since 2020.**

**We are on our third Borough Administrator, and you still have Greg Fehrenbach negotiating with us. The Chief of Police was on "Administrative leave" for the last three months and collected \$50,000.00, which is more than the starting salary of one full-time Dispatcher for an entire year. For just another \$10,000.00 you could have paid the yearly salary of two full-time Dispatchers.**

**Why as a man who has worked in a corporate environment disregarding his work horses? We did not even ask for anything but a matching 4% raise and an increase for those in steps to help cover cost of living expenses, since they traditionally lose out on any percentage increase. There are two full-time Dispatchers currently making only \$900.00 every two weeks.**

**I have lived in this town for most of my life. My father has lived here for almost 50 years and still does. I live, breathe, and love Bradley Beach. I am requesting to be heard. I am requesting you see me. The people of this town I am sure want to see the employees they utilize get paid a fair wage.**

**Our last meeting was a "take it or leave it" proposal. Your team is adversarial and exudes pleasantries of an angry mob. You have lawsuit after lawsuit, money that could go to us, but you choose to pay a Labor Attorney who this Council no longer wanted and eat up our raises. At this point, it would be cheaper to go with the 4%.**

**So Council, I implore you, as well as the people, stand up for your employees. We feel the support, but at this point need help. Mayor and Council, I implore you once again to please settle this contract. We deserve better. I love this town, and hope for her to shine once again. You guys do not know and cannot imagine what we have been going through. Thank you.**

**James Dougherty, 217 Brinley Avenue, requested additional speed limit enforcement on Brinley Avenue and inquired why an alternate route candidate recruitment is not be used to hire Police Department employees.**

**Lieutenant Detective Browning responded to Mr. Dougherty's statement & inquiry.**

**Pamela Valentine, Code and Construction Department Technical Assistant, read the following prepared statement:**

**As you know, our contract expired in January of 2023, and while the costs of basically everything, from food, to gas, to healthcare, to rents, to car insurance, streaming services and the occasional dinner out with family or friends, the basics of a normal life, have risen dramatically in this past year, our salaries have not increased at all.**

**We have not, in response, slacked off in our jobs. We continue every day to work under sometimes extremely stressful conditions to provide the best customer service experience possible to Borough residents. Many of us work through our lunch breaks, unrewarded, and after hours without extra compensation. Not one employee present in this room is bad at their job. We are superheroes, actually. We keep this machine running.**

**We are not asking to be made millionaires in this. We are asking to be made whole again in the face of rising costs. We are asking for appreciation commensurate with our efforts, we are asking to be treated with respect, and to not be taken for granted.**

**Cathy Englebert, Commissioner of the WNBA, has said, "When people are your greatest asset, investments in human capital should be considered in the same way other companies might invest significantly in product R&D."**

**WE are your greatest asset, and it is time that you invested in us.**

**Brigitte McGuire, 610 Brinley Avenue, gave a statement pertaining to the responses and redacted records she received in relation to several OPRA requests she has submitted. Ms. McGuire stated she feels discriminated against for sharing Borough information received through a blog and on social media.**

**Nancy Meadow, 805 Beach Avenue, disagreed with several of the statements made by employees and voiced several complaints to include plastic film pick-up, the Borough Calendar, Law Enforcement, and Community Development.**

**Beth Kepler, 504 Central Avenue, read a prepared statement pertaining to a complaint she filed with the Monmouth County Prosecutor's Office.**

**Mayor Fox confirmed with Lieutenant Browning the proper protocol was followed with the Monmouth County Prosecutor's Office pertaining to the November 9<sup>th</sup> incident.**

**Please note Mayor Fox left the meeting at 8:40 p.m. and asked Council President DeNoble to preside over the remainder of the meeting.**

**Shana Greenblatt-Janoff, 414 Monmouth Avenue**

- **Asked Mr. Cannon to clarify the proper protocol regarding the decision making process of the Governing Body in relating to the Main Street incident. – Mr. Cannon responded to this inquiry.**
- **Ms. Greenblatt shared comments extracted from a recent article of February 26<sup>th</sup> containing responses from Council Members.**
- **Asked Mr. Cannon the proper protocol pertaining to the collective bargaining agreements. – Mr. Cannon advised that question would be best answered by the Labor Attorney. Councilwoman DeNoble shared a statement from the Monmouth County Prosecutor’s Office stating discipline is the function of the appropriate Governing Authority.**

**Thomas McGuire, 610 Brinley Avenue, expressed opinions pertaining to contract negotiations, the Labor Attorney, and Church RFP’s.**

**A discussion ensued between Council President DeNoble and Mr. Cannon regarding changing the Labor Attorney. Mr. Cannon explained a nomination would be needed and then the Mayor and a majority of the Council would have to be in favor.**

**Councilman Gubitosi stated the Council Members are legislators and do not direct the employees or the hiring of employees, however Council does have the right to authorize an investigation on employees and professionals.**

**Mr. Cannon suggested making a motion to direct the Attorney to draft a resolution to get a proposal from Mr. Salmon who is performing the current PBA investigation.**

**Councilman Gubitosi made a motion this Council authorizes an expansion of the existing investigation to understand the behavior of Borough Professionals in the course of the contract negotiations with Local 152, seconded by Councilman Weber.**

**ROLL CALL:**

**AYES: DeNoble, Gubitosi, Mahoney, Weber**

**NAYS: None**

**ABSENT: Mayor Fox**

**ABSTAIN: None**

**Thomas J. Coan, 612 Third Avenue, spoke about complaints he made to the Prosecutor’s Office pertaining to the Police Chief.**

**Eileen Shissias, 112 Fourth Avenue, requested increased speed limit enforcement.**

**Zoom:**

**Donald Greenberg, 302 Park Place Avenue, spoke in support of Borough employees and contract negotiations.**

**Robert Patten, 207 Evergreen Avenue, voiced his opinions regarding the contract negotiations and the Church RFP’s.**

**Nicole Browning, Police Dispatcher, reiterated the contract negotiations involve DPW, dispatchers, Clerical, and the Court Administration.**

**ADJOURNMENT:**

ON MOTION by DeNoble/Gubitosi to adjourn the Council Business Meeting at 9:05 p.m.

**ROLL CALL:**

AYES: DeNoble, Gubitosi, Mahoney, Weber

NAYS: None

ABSENT: Mayor Fox

ABSTAIN: None

**THE COUNCIL BUSINESS MEETING ADJOURNED AT 9:05 P.M.**

  
Erica Kostyz, RMC, CMR  
Municipal Clerk