

STATE OF NEW JERSEY
SECAUCUS HOUSING AUTHORITY
700 COUNTY ROAD
SECAUCUS, NEW JERSEY

March 26, 2015

CLOSED EXECUTIVE SESSION

This is a summary of the minutes of a
CLOSED EXECUTIVE SESSION as taken on
Thursday, March 26, 2015 at Imprevduto Towers, Secaucus, New Jersey

Executive Director Christopher Marra called the meeting to order.

ROLL CALL

Present: Commissioner Roger Adriaenssens
Commissioner Richard D. Fairman
Commissioner Frances Jodice
Chairman Michael Harper
Commissioner Michael Schlemm
Commissioner Patricia Mondadori

Absent: Commissioner Michael Grecco

Also Present: Executive Director Christopher Marra
James Burke, Esq., Counsel to the Authority

Christopher Marra, and the Personnel Committee comprised of Commissioners Harper, Schlemm, and Adriaenssens gave the Commissioners an update on the SHA's Union proposal. Their proposal included:

1. Request a three year contract with a 3.5% increase annually
2. Employees would like to be able to carry over up to 4 weeks (20 days) of vacation time. Currently, they are able to carry up to 3 weeks (15

days) of vacation each year.

3. Currently employees receive a \$300 bonus for not using any sick days during the year. Employees would like an increase in that amount (undefined).
4. Maintenance Staff (3 maintenance men and 1 custodian) would like to increase their work week from 35 hours to 40 hours – 7:00 a.m. to 4:00 p.m. – at their hourly rate. Thereby increasing their pay five hours each week.
5. Employees would like to add one more day off – their birthday.
6. The union is requesting that Greg Kohl, currently under the title Custodian, be given a title change and a pay increase commensurate with the title change and increase in responsibilities. In addition, Mr. Kohl was seeking to better understand who has authorization to give him direction in this new role.
7. Maintenance Staff is requesting to receive double time for coming to work on Sundays to perform snow removal, provided 40 hour work week has been met in that pay week ending. (Note: Pay week is Saturday to Friday)
8. RE: On Call events: Maintenance staff wants each separate event during on call to count for an hour of pay that comes in within the same hour, excluding a call that comes in for the same site that staff is already at.

The Personnel Committee cited some movement on item #3 and the likelihood of offering a wage increase in the low 2% range. The balance of the board was in agreement with that suggestion.

In addition the Personnel Committee has also received a request for a salary adjustment from Deputy Director Jacob Naszimento. The Personnel Committee met with Mr. Naszimento to consider his offer and indicated to him they would work out an agreement at the same time they settle with the Union.

Motion to come out of Closed Session

Motion to approve made by Commissioner Adriaenssens; seconded by Commissioner Schlemm.

VOTE: AYES/All Present Commissioners (6)

Absent: Grecco