

**Willingboro Township Council Meeting of December 15, 2015, held in the Council Chambers,
Municipal Complex, One Rev. Dr. M. L. King, Jr., Willingboro, New Jersey.**

The meeting was called to order at 7PM

Flag Salute

The Required statement was read.

In compliance with the Open Public Meeting Act, this is to announce that adequate notice of this meeting was provided in the following manner.

On January 1, 2015, advance written notice of this meeting was posted on the bulletin board in the Municipal Complex.

On January 1, 2015, advance written notice of this meeting was mailed to the Burlington County times, Willingboro, the Trenton Times, the Philadelphia Inquirer and the Courier Post.

On January 1, 2015, advance written notice of this meeting was filed with the Township Clerk.

The Clerk is directed to enter into the minutes of this meeting this public announcement.

| | | |
|------------|-----------------------|---------|
| Roll Call: | Councilman Holley | Present |
| | Councilwoman Jennings | Present |
| | Councilman Walker | Present |
| | Deputy Mayor Anderson | Present |
| | Mayor Campbell | Present |

Also Joanne Diggs, Township Manager; Michael Armstrong, LLC, Township Solicitor; Richard Brevogel, Deputy Manager/Director of Public Works; Barbara Lightfoot, Director of Finance; Vann Jones, Director of Special Services; Duane Wallace, Director of Inspections; Jill Cyrus, Director of Recreation

The Township Clerk introduced the Consulting Group of MRW International, LLC to discuss their process of hiring a Township Manager. Ms. Muriel Watkins and Mr. Lance Goulbourne introduced themselves to Council and the attending residents.

Mr. Goulbourne: We are delighted to be here, thank you for the opportunity to present. We will be very brief. We are a full service Resources Consulting organization. We work out of NJ, NY the broader metropolitan area. We come from Guttenberg, NJ, that is our base. When you think of the life cycle of an employee in an organization, starting with bringing people into the organization: recruitment, talent acquisition straight through to how you manage that workforce once they are in place. How do you train, develop, pay, offer benefits etc. straight through when employees are leaving the organization. We work with companies any point along that time line—on a project bases or on an ongoing bases, that's general what our business is. The slide depicts the range of services. We force on leadership development, executive coaching, organization development and organizational effectiveness, human capital and work force planning, business and customer growth strategic and of course, we are here this evening to talk specifically about our work in the area of executive search talent acquisition. These are our areas of specialization. We do a lot of work with our client around leadership development, around building organizational capability, building

individual capability. We do a number of training and development programs. We work with organizations to strengthen their systems around performance management, around talent management, a broad range of services; again we are a full service HR organization.

Lance Goulbourne: We do it for nonprofit organizations as well as for profit organizations.

Muriel Watkins: We have a slide that will give you a listing of some of our clients; as well as some of the searches we have conducted.

We want to talk specifically about our executive search process. We are happy to answer any questions you might have about the other services that we provide and how we work with our clients.

Lance Goulbourne: What we have tried to do here is to breakdown our process into three phases and give you a sense of the time frame for each phase. First Phases basically is the understanding of what it is you are looking for in a city manager. Conduct the assessment interview to major stake holders; teach your town, the department structure; as well as analysis the position objectives and the timing. I understand that your City Manager is retiring shortly, within two weeks.

The next thing for us to do is develop the details position description and formulate a search strategic. The third thing would be to define the target universal organizations, other townships or organizations where they would have that. Lastly, for the First Phase to direct outreach target list of potential candidates and identify a prospective candidate universal. All that means we will be developing a database of individuals that may have the background and the skill sets and the style, which we find is important, that would be conducive to what it is you are looking for in your town.

The Second Phase would be to prescreen and interview the candidates, present the benchmark profiles to the Town Council. We would then refine that search based on client feedback. As candidates are being presented to the town, based on that feedback we may have to modify the search and finally we would present and carefully screen candidates' slate to the Town to make a decision. Say there were three to five candidates, you would make a decision on who those candidate might be, who would be the most appropriate, I should say.

The last Phase would be client candidate interviews, the candidate evaluation ranking and final candidate selection, secure the candidate's commitment and partner with the Town in putting together an offer for that individual. We would then perform background checks and reference checks on that individual and then make a formal offer of acceptance; then personally update with all the candidates who did not receive the position. That's it; typically the searches that we conduct are filled close to 90 days, but anywhere from 60 to 90 days. When

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you think of all the back and forth that goes on, rarely that is goes on longer than that or quicker than that, if it does we are lucky. A reasonable timeline will be 60 days.

Muriel Watkins: A lot of what drives that is how many people are involved in the interviewing process, how easy it is to get people scheduled, people have very busy calendars and sometime there is a delay in getting people in for those interviews. The time frame is a lot of time dictated by—we have a process to go through to identify the candidates, but then there is an internal process from the clients and that's also going to determine how quickly the process can move.

Lance Goulbourne: We failed to do this, but perhaps we can do it now, to talk a little bit about ourselves. I have been in the search business for about 25 years and have done all matter searches. Muriel has been in the HR space for a while and her last position was HR Vice President for the New York Times Company. We feel qualified, extremely qualified to help you in your search for a City Manager. We will work closely with you. We will work with you and communicate with you as often as you need. We have references we can provide and you can feel free to check up on us. I think we do a great job and I think we force on what is important for the client. Ninety percent of our business is repeat business or referral business.

Muriel Watkins: We were also saying, we would share some of our clients, we have worked a crossed board for profit, nonprofit, universities, colleges, it is a pretty broad range of clients including not diverse in terms of industry but diverse in terms of size of organization. These are some of the examples of searches we have conducted recently; everything from Executive Vice president for HR to range of senior level roles within editorial profession, finance, logistics, and production. We have done position in manage care, advertising sales, pretty broad range. The three processes would be the same for any position search and finally these are our bios. We started the company 2008.

Lance Goulbourne: We just put us our bios, but there are other consultants that work with us as well. This project, it will be Muriel and I working on.

Muriel Watkins: If you want any additional information aside from this evening, we are happy to response to a question anyone has, we also have a website: MRWconsulting.com

Solicitor: Council is going to ask questions first and I believe questions were not going to be allowed, but the Mayor is going to allow some limited public questions. Are there any Council questions at this time?

- Deputy Mayor Anderson: How many municipalities have you worked with?
- Lance Goulbourne: In looking for a City Manager, none
- Deputy Mayor Anderson: Just in executive positions period?
- Lance Goulbourne: New York City. We have worked with a vast array of organizations: Universities for example, consumer production organizations, nonprofit organizations. Our feeling is that our mythology allows us to identify the universal candidates that would be appropriate for your town.
- Deputy Mayor Anderson: Would you recommend a national search or for us to start at a more condense local level search?
- Lance Goulbourne: That's going to depend upon what you are willing to do for a candidate that is not local. So, for example, many times if you are doing a national search, then relocation is part of that mix and they would be looking for that, so that adds to your expenses. There might be a reason for a national search, but you don't necessarily need to start there.
- Mayor Campbell: Are there any other Council questions.
- Councilman Walker: When asked about a municipality, you first said none and then New York City. We all know that New York City is a difference animal in itself. We want to know how many people you have placed in towns like Willingboro.
- Lance Goulbourne: We have not done a search for a City Manager for a town.
- Lance Goulbourne: We just found out about Willingboro when we learned about the possibility of a search. We have not been to Willingboro before. We are from northern NJ, Guttenberg, which is not that far from Fort Lee or George Washington Bridge. If we were to get the search, we would know everything we needed to know about Willingboro before we started. It would be very difficult for us to convey enthusiasm or passion for the town, without knowing that, so that would be our mission. In providing that information to a potential candidate we could start with anything less.
- Councilman Walker: On your presentation you said 90 days.
- Lance Goulbourne: I have done searches for a lot of difference companies, getting to understand what the relative facts are for a town and getting to understand the style of the town is not that difficult to do. That's what we do. We don't see that as an impediment, we have never experience that as an impediment. If we work for Colgate Palmolive for example,

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we can do our research fairly quickly on what that organization is about, what its mission is, the style and personality of it, fairly quickly about the role. I appreciate the question, but that has never been an impediment for us.

Councilman Walker: What cost are we talking about.

Lance Goulbourne: That's a negotiation. We have a corporate rate, that rate is navigated down; based on the nonprofit status of the organization. So we're saying we are flexible. That's a great question. Based on the compensation of the individual that we are looking for, it typically is a percent of that. For corporate clients, it is typically 33 1/3 percent; for a nonprofit clients, that is negotiated down, from there. I hear you, but we can't negotiate with a crowd. It is difficult for us to qualitative without knowing what we are looking for and without us having an understanding of how long this is going to take, so if it is a needle in a hay stack, it's all about time. We need to know what we are looking for before we can begin to say what the cost. I tell you it will not be 33 and a third percent, it will be less. I cannot commit with my partner for something I don't know what I am getting into.

Councilman Walker: When do you determine? We are looking for a Township Manager; you know what a township manager does. So when do you determine your range based on what you are looking for.

Lance Goulbourne: You know what you are looking for, but this is the first time we have had a conversation with the exception of having a conversation with your Town Solicitor, Crystal. We have only had conversation with Crystal. Who are the stake holders and get them to tell us what they are, looking for.

Muriel Watkins: I think it is important to note that every search, there is a search process that is consistent for most roles. The positions are always going to be flexible of the organization or the town in this case. You might have a director of marketing of one company and have that same position that you are working on for another organization, but there are differences to that role that make it a distinct role. So we can say yes, we understand the role academically at this point, but part of the reason for that Phase One where we talk about interviewing key stakeholders and gathering all of that information is because that is what gives us the information to now have a profile to go out into the market for candidates.

That where we really learn what you are looking for that maybe different of what another township would be looking for in the same position. We don't know that information

Cristal:

Can I interject for a minute. I think there is a misunderstanding of what they're here for today. They are here to give a presentation with the hope that they are given the opportunity to be considered to do a search for us. Not that they are doing a search. In fairness to them, they have not been provided with a lot of the information that would allow them to answer some of the questions that you are posing. What I would suggest, at some point, we have interviewed all of the potential candidates that they be provided with some additional information so they can answer some of the questions and have a Phase 2 among ourselves.

Mayor Campbell:

Thank you very much.

Township Manager's Report (See attached):

Mayor Campbell: Township Manager Report

Township Manager Diggs:

Since there has been so much controversy over the dollars spent on this year's Jazz Festival, I want to give you a little background on the history of spending for the Recreation Department operating and public events budget. I have attached a chart showing the budget for the Recreation Department and Public Events Budget for the past 15 years. As you can see the total has fluctuated over the years, but it is down subsequent in recent years about 40 percent from the beginning of the one that was started in 2001, the budget was \$327,330. it is now down to \$198,350. There was a time when the Township funded a Memorial Day Parade, Fourth of July Parade with fireworks and a Jazz Festival. These events were paid from budgeted funds and no revenue offset. For example the Fourth of July Parade with fireworks cost over a hundred thousand dollars; all of these activities were funded by the Taxpayers. As we analysis the events in terms of the citizen response as well as the cost, we found that the Memorial Day Parade was not well attended and the Fourth of July Parade with fireworks was too costly. The one event that everyone seems to love was the Jazz Festival. We even stopped the Jazz Festival for a year, in 2013 the director of Parks and Recreation ask to bring the Jazz Festival back and attempt to get sponsors to offset the cost.

Township of Willingboro

To: The Honorable Eddie Campbell, Jr., Mayor
 The Honorable Nathaniel Anderson, Deputy Mayor
 The Honorable Darvis K. Holley, Councilman
 The Honorable Jacqueline Jennings, Councilwoman
 The Honorable Christopher Walker, Councilman

From: Joanne G. Diggs, Township Manager

Date: December 15, 2015

Re: Agenda

MANAGER'S REPORT

- ~~Representatives from Radwell International, Inc. are here to address Council.~~ - NOT DONE
- Attached History of Parks and Recreation Operating and Public Events Cost over the past fifteen years.

**EXECUTIVE SESSION – Personnel (Council discussion with Mr. Brevogel)
FYI- Analysis of Pilot Payments**

SOLICITOR'S REPORT

WILLINGBORO TOWNSHIP

INTER OFFICE MEMO

TO: The Honorable Eddie Campbell, Jr., Mayor
The Honorable Nathaniel Anderson, Deputy Mayor
The Honorable Darvis K. Holley, Councilman
The Honorable Jacqueline Jennings, Councilwoman
The Honorable Christopher Walker, Councilman

FROM: Joanne G. Diggs
Township Manager

DATE: December 15, 2015

SUBJECT: Jazz Festival

Since there has been so much controversy over the dollars spent on this year's Jazz Festival, I wanted to give a little background on the history of spending for the Recreation Department Operating and Public Events budgets.

I have attached a chart showing the budget for the Recreations Department and Public Events budget for the past fifteen years. As you can see the total has fluctuated over the years but is down significantly in recent years. There was a time when the Township funded a Memorial Day Parade, Fourth of July Parade with Fireworks and a Jazz Festival. These events were paid for from budgeted funds with no revenue offset. For example, the Fourth of July parade with Fireworks cost over \$100,000. All of these activates were funded by the taxpayers.

As we analyzed the events in terms of the citizen's response as well as the cost, we found that the Memorial Day Parade was not well attended and that the Fourth of July Parade with Fireworks was just too costly. The one event that everyone seemed to love was the Jazz Festival. We even stopped the Jazz Festival for a years.

In 2012 the Director of Parks and Recreation asked to bring the Jazz Festival back and attempt to get sponsors to offset the cost. The 2014 event was a huge success with about 20,000 people in attendance. The 2015 event grew even larger and seemed to bring joy to all in attendance.

The Jazz Festival cost \$80,000 this year. It is up to the Township Council to decide if the very popular event is worth the yearly price tag of \$5.11 per household.

HISTORY OF RECREATION AND PUBLIC EVENTS BUDGETS

| | Recreation Operating Expense | Public Events | Total |
|------|------------------------------|---------------|---------|
| 2001 | 282,050 | 45,280 | 327,330 |
| 2002 | 275,900 | 50,000 | 325,900 |
| 2003 | 264,871 | 70,000 | 334,871 |
| 2004 | 296,700 | 87,000 | 383,700 |
| 2005 | 362,800 | 92,000 | 454,800 |
| 2006 | 313,729 | 39,000 | 352,729 |
| 2007 | 349,190 | 16,000 | 365,190 |
| 2008 | 345,490 | 60,000 | 405,490 |
| 2009 | 204,500 | 0 | 204,500 |
| 2010 | 127,575 | 0 | 127,575 |
| 2011 | 127,350 | 0 | 127,350 |
| 2012 | 227,350 | 0 | 227,350 |
| 2013 | 227,350 | 0 | 227,350 |
| 2014 | 148,350 | 50,000 | 198,350 |
| 2015 | 148,350 | 50,000 | 198,350 |

**ESTIMATED TAX PAYMENTS VS. PILOT PAYMENTS
MERK-MEDCO**

| Tax Year | Municipal Tax Rate | Total Assessed Value and Land Improvement | Township Portion without PILOT | PILOT Payments Due | Less Land Taxes | Township Collects with Pilot Agreement |
|----------|--------------------|-------------------------------------------|--------------------------------|--------------------|-----------------|----------------------------------------|
| 2001 | 1.299 | 7,500,000 | 97,425 | | | |
| 2002 | 1.365 | 7,500,000 | 102,375 | 310,000 | | 310,000.00 |
| 2003 | 1.427 | 7,500,000 | 107,025 | 317,750 | | 317,750.00 |
| 2004 | 1.630 | 7,500,000 | 122,250 | 325,694 | 9,551.90 | 316,142.10 |
| 2005 | 1.709 | 7,500,000 | 128,175 | 333,836 | 10,051.00 | 323,785.00 |
| 2006 | 1.832 | 7,500,000 | 137,400 | 342,182 | 11,914.00 | 330,268.00 |
| 2007 | 1.931 | 7,500,000 | 144,825 | 350,737 | 11,914.00 | 338,823.00 |
| 2008 | 2.058 | 7,500,000 | 154,350 | 359,505 | 12,137.10 | 347,367.90 |
| 2009 | 2.198 | 7,500,000 | 164,850 | 428,893 | 12,107.20 | 416,785.80 |
| 2010 | 1.416 | 16,033,300 | 227,032 | 439,657 | 54,084.10 | 385,573.18 |
| 2011 | 1.433 | 16,033,300 | 229,757 | 450,692 | 54,810.62 | 395,881.83 |
| 2012 | 1.463 | 16,033,300 | 234,567 | 462,004 | 54,928.90 | 407,074.65 |
| 2013 | 1.528 | 16,033,300 | 244,989 | 473,600 | 56,398.85 | 417,200.76 |
| 2014 | 1.621 | 16,033,300 | 259,900 | 485,487 | 58,308.00 | 427,178.72 |
| 2015 | 1.665 | 16,033,300 | 266,954 | 497,670 | 61,248.00 | 436,422.00 |
| 2016 | | 16,033,300 | | 510,163 | | |
| 2017 | | 16,033,300 | | 522,967 | | |
| 2018 | | 16,033,300 | | 536,093 | | |
| 2019 | | 16,033,300 | | 549,549 | | |
| 2020 | | 16,033,300 | | 563,341 | | |
| 2021 | | 16,033,300 | | 577,481 | | |
| 2022 | | 16,033,300 | | 591,975 | | |
| 2023 | | 16,033,300 | | 606,833 | | |
| 2024 | | 16,033,300 | | 622,065 | | |
| 2025 | | 16,033,300 | | 637,678 | | |
| 2026 | | 16,033,300 | | 653,684 | | |
| 2027 | | 16,033,300 | | 670,091 | | |
| 2028 | | 16,033,300 | | 686,909 | | |
| 2029 | | 16,033,300 | | 704,151 | | |
| 2030 | | 16,033,300 | | 721,825 | | |
| 2031 | | 16,033,300 | | 739,942 | | |

MRW  Consulting Group
International, LLC

Transformative Human Resources Solutions and Management Consulting

Presentation to:



EXECUTIVE RECRUITMENT SERVICES

December 15, 2015

About MRW Consulting Group International

Deliver strategic Human Resource and Business solutions:

- *Leadership Development and Executive Coaching*
- *Organizational Development and Effectiveness*
- *Human Capital and Workforce Planning*
- *Business and Customer Growth Strategies*
- *Executive Search, Talent Acquisition and Retention Strategies*

About MRW Consulting Group International, continued

Specialties:

- *Leadership Development*
- *Organization Design and Development*
- *Executive Coaching and 360° Assessment*
- *Performance Management & Staff Training*
- *Talent Management*
- *Executive Search and Retention Strategies*
- *Employee Relations*
- *Compliance and Administration*
- *Interim Staffing*
- *On-Site HR Generalist Support Services*

Executive Search Services – Our Approach Phase 1 (2-3 Weeks)


Conduct Assessment; Interview Major Stakeholders,
Learn Organization and Department Structure,
Analyze Position Objectives and Timing



Develop Detailed Position Description and
Formulate Search Strategy



Define Target Universe of Organizations; Source
Industry Contacts/Key Organizations



Direct Outreach to Target List of Potential
Candidates – Identify Prospective Candidate
Universe

Executive Search Services – Our Approach Phase 2 (3-4 Weeks)

Pre-Screen/Interview

Present Benchmark Profiles

Refine Search Based On Client Feedback


Present Carefully Screened Candidate Slate

Executive Search Services – Our Approach Phase 3 (3-4 Weeks)

Client/Candidate Interviews



Candidate Evaluation/Ranking and Final
Candidate Selection



Secure Candidate Commitment; Partner with
Client in Putting Together an Offer



Perform Background and Reference Checks



Formal Offer/Acceptance; Personal Update with
all Candidates Regarding their Status

Current and Recent Clients

ADP

Administration for Children's Services

Audible (An Amazon Company)

BMH Therapeutic Consulting Services

Business & Professional Women's Foundation

Center for Microfinance Leadership

Columbia University's Earth Institute and
Office of Marine Operations

Consumer Reports

Ford Foundation

Harlem School of the Arts

HeartShare Human Services

Jacob A. Riis Neighborhood Settlement House

Medgar-Evers College

Mystic Seaport Museum

NAICA Social Services

New Jersey Performing Arts Center

New York City District Council of Carpenters
Benefits Fund

New York Public Radio

New York Times Media Group & New York
Times Digital

Planned Parenthood Federation of America &
Planned Parenthood of Metro New Jersey

Quinnipiac University & Quinnipiac's Frank
H. Netter School of Medicine

Scholastic Inc.

Services for the UnderServed

Storm King Art Center

Suffern Free Library

Trickle Up

VillageCare of New York

Women's World Banking

Examples of Searches Conducted

| | |
|-------------------------------------------|----------------------------------------|
| Executive Vice President, Human Resources | Executive Vice President, Managed Care |
| Senior Vice President, Human Resources | Advertising Sales Executive |
| Director, Human Resources | Vice President, Arts Education |
| Learning and Development Director | Senior Level Positions in: |
| Talent Acquisition Director | Editorial |
| Recruitment Manager | Finance |
| | Logistics |
| | Production |

Principals' Bios

Muriel Rosa Watkins
President and Founder

- Over 20 years of experience as a corporate executive, consultant and leadership advisor. The consistent theme throughout her work has been a focus on building strong leaders and more capable organizations through practical solutions.
- Prior to founding MRW Consulting Group International, Muriel was the Human Resources Vice President with The New York Times Media Group.
- Previous experience includes senior Human Resource roles with Reader's Digest, Avon Products and Drexel Burnham Lambert.

Lance Milo Goulbourne
Vice President and Co-Founder

- Over 20 years of experience in executive recruitment, recruitment research, competitive intelligence and business development in the United States and Australia.
- Prior to co-founding MRW Consulting Group International, Lance was both the Founder & the President of Milo Research, a retainer-based search firm.
- Successfully placed candidates across a broad range of levels, from C-suite executives to middle management levels.

MRW  Consulting Group
International, LLC

Transformative Human Resources Solutions and Management Consulting

Principals

Muriel Rosa Watkins, President and Founder

Lance Milo Goulbourne, Vice President and Co-Founder

www.mrwconsulting.com



**MRW CONSULTING GROUP INTERNATIONAL
EXECUTIVE RECRUITMENT SERVICES**

December 15, 2015

About MRW Consulting Group International

We at MRW Consulting Group International deliver strategic Human Resource and Business solutions in:

- *Leadership Development and Executive Coaching*
- *Organizational Development and Effectiveness*
- *Human Capital and Workforce Planning*
- *Business and Customer Growth Strategies*
- *Executive Search and Talent Acquisition and Retention Strategies*

MRW Consulting Group International facilitates transformative change in leaders and organizations. The process we employ is both practical and reflective. Organizations choose to partner with us when they want unique, customized solutions. We support your organization's future by helping you to build and manage your team.

At MRW Consulting Group International we immerse ourselves in understanding your organizational challenges. Our "high-touch" consultative approach delivers impactful, customized, practical solutions. Our approach enables organizations to build capacity without distracting you from your mission. We leverage our expertise in organization capability, individual capability, talent acquisition and Human Resources development to help your organization achieve growth and sustainability.

Specialties:

- *Leadership Development*
- *Organization Design and Development*
- *Executive Coaching and 360° Assessment*
- *Performance Management & Staff Training*
- *Talent Management*
- *Executive Search and Retention Strategies*
- *Employee Relations*
- *Compliance and Administration*
- *Interim Staffing*
- *On-Site HR Generalist Support Services*

Executive Search Services – Our Approach

We, at MRW Consulting Group International, are known for our strategic human resources expertise. We have built a strong reputation of success in partnering with our clients to identify and attract high potential talent to manage their organizations and fulfill their mission. As part of our methodology we work closely with you to clearly understand your organization's culture, operation and objectives to ensure the best candidate fit.

MRW Consulting Group International engages in a collaborative process, working with an organization's key stakeholders, to define the organization's needs and identify the priorities, requirements and full scope of responsibility for the role.

From this, we develop a position profile that defines both the "hard" skills, knowledge and experience required to be successful in the role, as well as the "soft" interpersonal skills and style that will most effectively fit with the organization's culture.

We start our search process by casting a wide net, performing extensive original research and utilizing our extensive data-base of HR professionals, then we narrow the field of candidates to present a slate of strong, highly-qualified individuals who have the skills and match the values and style of your organization.

Overview of Our Search Process

| PHASE 1 (2-3 WEEKS) | PHASE 2 (3-4 WEEKS) | PHASE 3 (3-4 WEEKS) |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------------------------------|
| <p>CONDUCT ASSESSMENT: INTERVIEW MAJOR STAKEHOLDERS, LEARN ORGANIZATION AND DEPARTMENT STRUCTURE, ANALYZE POSITION OBJECTIVES AND TIMING</p> | <p>PRESCREEN /INTERVIEW</p> | <p>CLIENT/CANDIDATE INTERVIEWS</p> |
| <p>DEVELOP DETAILED POSITION DESCRIPTION</p> | <p>PRESENT BENCHMARK PROFILES</p> | <p>CANDIDATE EVALUATION/RANKING</p> |
| <p>FORMULATE SEARCH STRATEGY</p> | <p>REFINE SEARCH BASED ON CLIENT FEEDBACK</p> | <p>FINAL CANDIDATE SELECTION</p> |
| <p>DEFINE TARGET UNIVERSE OF ORGANIZATIONS</p> | <p>PRESENT CAREFULLY SCREENED CANDIDATE SLATE</p> | <p>SECURE CANDIDATE COMMITMENT; PARTNER WITH CLIENT IN PUTTING TOGETHER AN OFFER</p> |
| <p>SOURCE INDUSTRY CONTACTS/KEY ORGANIZATIONS</p> | | <p>PERFORM BACKGROUND AND REFERENCE CHECKS</p> |
| <p>DIRECT OUTREACH TO TARGET LIST OF POTENTIAL CANDIDATES - IDENTIFY PROSPECTIVE CANDIDATE UNIVERSE</p> | | <p>FORMAL OFFER /ACCEPTANCE, PERSONAL UPDATE WITH ALL CANDIDATES REGARDING THEIR STATUS</p> |

| DETAILED SEARCH PROCESS | <u>TIMELINE</u> Weekly updates are provided to Client |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| <p><u>Research - Phase 1</u></p> <p>Conduct assessment: Interview major stakeholders, learn organization and department structure, analyze position objectives and timing.</p> <p>Develop position description.</p> <p>Based on position description, formulate search strategy.</p> <p>Casting a wide net, perform extensive original research and data-base search, including networking with various organizations in order to identify target organizations and individuals.</p> <p>Direct outreach to targeted candidates and organizations.</p> <p>Identify prospective candidate universe.</p> | <p>Weeks 1 – 3</p> |
| <p><u>Candidate Qualification and Presentation - Phase 2</u></p> <p>Prescreen, interview and qualify potential candidates.</p> <p>Benchmark candidate selection against search criteria.</p> <p>Present benchmark profiles.</p> <p>Refine search based on client feedback.</p> <p>Present carefully screened candidate slate.</p> | <p>Weeks 4 – 7</p> |

| DETAILED SEARCH PROCESS | <u>TIMELINE</u> Weekly updates are provided to Client |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| <p><u>Candidate Selection - Phase 3</u></p> <p>Client/candidate interviews</p> <p>Candidate evaluation/ranking</p> <p>Client/candidate follow-up (search continues)</p> <p>Final candidate selection</p> <p>Secure candidate commitment</p> <p>Partner with client in putting together an offer</p> <p>Perform background and reference checks</p> <p>Formal offer/acceptance</p> <p>Personal update with all candidates regarding their status</p> | <p>Weeks 8 – 12</p> |

Current and Recent Clients

- ADP
- Administration for Children's Services
- Audible (An Amazon Company)
- BMH Therapeutic Consulting Services
- Business & Professional Women's Foundation
- Center for Microfinance Leadership
- Columbia University's Earth Institute and Office of Marine Operations
- Consumer Reports
- Ford Foundation
- Harlem School of the Arts
- HeartShare Human Services
- Jacob A. Riis Neighborhood Settlement House
- La Prairie
- Medgar-Evers College
- Mystic Seaport Museum
- NAICA Social Services
- New Jersey Performing Arts Center
- New York City District Council of Carpenters Benefits Fund
- New York Public Radio
- New York Times Media Group & New York Times Digital
- Planned Parenthood Federation of America & Planned Parenthood of Metro NJ
- Quinnipiac University & Quinnipiac's Frank H. Netter School of Medicine
- Scholastic Inc.
- Services for the UnderServed
- Storm King Art Center
- Suffern Free Library
- Trickle Up
- VillageCare of New York
- Women's World Banking



PROFESSIONAL BIOGRAPHY -- MURIEL R. WATKINS, MSLIR

Muriel R. Watkins is Founder and President of MRW Consulting Group International, a Human Resources consulting organization dedicated to capability building with corporate and private foundations, educational and not-for-profit institutions operating globally. She has over twenty years of experience as a corporate executive, consultant and leadership advisor. The consistent theme throughout her work has been a focus on building strong leaders and more capable organizations through practical solutions. Muriel is an accomplished HR professional with a broad range of experience in Organizational Design, Workforce Planning, Employee Relations, Recruitment and Retention Strategies, Succession

Planning, Leadership Development and Leadership Coaching.

Prior to consulting, Muriel was Vice President of Human Resources for *The New York Times Media Group*, and prior to that she held senior Human Resources positions with *Readers Digest Association*, *Avon Products* and *Drexel Burnham Lambert*. She is an emerging thought leader on issues of gender in leadership particularly within global nonprofit institutions. Additionally, Muriel has extensive leadership coaching experience, bringing her wealth of internal corporate senior leadership experience to her coaching approach. She is on the faculty for Saroga—The Nonprofit Leadership Forum and Center for Microfinance Leadership where she has led executive development programs and coached senior executives in Morocco and Papua New Guinea. Additionally, she has provided remote coaching to senior leaders with global responsibility; recent engagements have included one-on-one coaching to senior leaders based in Cape Town, Cairo, Lagos and Rio de Janeiro. Muriel holds a Master's in Labor Relations from Cornell University and a Bachelor's Degree from Baruch College.



PROFESSIONAL BIOGRAPHY -- LANCE M. GOULBOURNE

Lance M. Goulbourne is Co-Founder and Vice President/Partner of MRW Consulting Group International. He has over 20 years of experience in executive recruitment, recruitment research, competitive intelligence and business development in the United States and Australia. Prior to co-founding MRW Consulting Group International, Lance was both the Founder & the President of Milo Research, a retainer-based search firm. He has built his career working with organizations within the for-profit and not-for-profit sectors, across multiple industries, including consumer products, financial services, publishing and education.

Lance has a proven track record conducting retained searches, recruitment research, providing competitive intelligence and developing new business opportunities, working with organizations in various industries. He has successfully placed candidates across a broad range of levels, from C-suite executives to middle management levels. Lance has conducted executive search and recruitment research for numerous organizations such as Consumer Reports, Time Inc., The New York Times Company, Colgate-Palmolive, Scholastic Inc., Mystic Seaport Museum and VillageCare. Lance is certified to use and interpret the Neethling Brain Instrument and is a graduate of the University of Michigan.



PROFESSIONAL BIOGRAPHY -- MARSHA R. BONNER, PHR, HCS

Marsha R. Bonner is a Senior Human Resources and Executive Search Consultant with MRW Consulting Group International. She brings a broad range of experience in talent management, recruiting and retention strategies, and human resources policy and compliance. Prior to joining MRW Consulting Group International, Marsha served as Senior Human Resources Business Partner for *The New York Times Company*. Prior to joining the *Times*, Marsha was the Director of Human Resources for *theglobe.com*; an online social networking service involved with internet games/community publishing, advertising, magazine and distribution businesses. Marsha has also served as Corporate Recruiter and Human Resources

Generalist for the *American Institute of Certified Public Accountants (AICPA)*. Marsha holds a Masters of Science in Organizational Change Management from The New School and a Bachelors of Arts in Corporate Communications from Bernard M. Baruch College. Marsha holds professional certifications from the Human Capital Institute (HCI) and the Society of Human Resources Management.



PROFESSIONAL BIOGRAPHY – LINDA T. TEPEDINO

Linda Tepedino is a Senior Human Resources Executive with expertise in leading Human Resources strategy and operations in growing and changing digital media companies. She has experience implementing successful talent strategies in the U.S., Europe, and Asia; in public, private, and non-profit organizations.

Most recently, Linda was the Chief Human Resources Officer at Consumer Reports, a non-profit, mission-driven organization undergoing transformational change to compete in a digital environment. In this role, she successfully developed and rebranded the Human Resources function based on business partnership, and strengthened the senior leadership team to position them to lead change.

Prior to Consumer Reports, Linda was a Vice President of Human Resources for The New York Times Company, where she led HR for the company's Digital Operations group, including the number one newspaper site on the web, NYTimes.com, the market leader Boston.com, and growing businesses such as About.com. During her tenure, she built an innovative recruitment function to fill over 300 jobs in nine months, and designed compensation structures to remain competitive and retain talent. Leading Human Resources for mergers, acquisitions and start-ups, she successfully integrated new subsidiaries such as About.com and Baseline Studio Systems, and started up an R&D group – a technology lab for the future of media.

Earlier in her career, she held Human Resources leadership roles at Reuters, where she helped integrate a family-owned business, Lipper Inc., into a large, global organization; The Walt Disney Company, where she headed Human Resources for Disney Publishing; and The Readers Digest Association, where she was part of a management team that built a start-up operation from special interest magazine acquisitions; and then was part of the International team, where she was responsible for much of Reader's Digests' European Human Resources group. While with Reed Elsevier, she managed HR for a group of Cahner's Publishing trade magazines. She started her career at JPMorgan Chase.

Linda holds a B.A. in Organizational Behavior and Communication from New York University and studied Conflict Resolution at Columbia University's International Center for Cooperation and Conflict Resolution. She is a trained mediator and a volunteer at The New York Peace Institute.



PROFESSIONAL BIOGRAPHY
HOWARD D. LEIFMAN, Ph.D., CSW, MSW, MA

Dr. Leifman currently advises and consults with MRW's corporate and private foundations clients as well as their educational and not-for-profit institutional clients globally. He has over twenty-five years of experience and is an accomplished HR professional with a broad range of experience in Organizational Design, Workforce Planning, Employee Relations, Recruitment and Retention Strategies, Succession Planning, Leadership Development and Leadership Coaching. He also maintains a private practice in psychotherapy and coaching and is an adjunct Professor at New York University. Prior to his work in consulting, Dr.

Leifman was the Chief People Officer at Vault.com. Before that he was a Principal at Mercer and before that a consultant with Towers Perrin (now Towers Watson), one of the world's largest Human Resource consulting firms. His earlier career was as a Director at New York University. He is qualified to interpret Myers Briggs, Strong Campbell Assessment tests, the NBI (Neethling Brain Instruments), Hogan, and LEA (360 assessments) as well as a host of others.

Howard is a member of the Conference Board, Society for Human Resource Management, National Association of Social Workers and on the board of a number of charitable organizations. Dr. Leifman has a Bachelors degree from Syracuse University, a Masters Degree in Communications Management also from Syracuse University, a Masters in Social Work from New York University and a Ph.D. also from New York University. His dissertation is on, "Family of origin roles and adult work roles in relation to employee adjustment, satisfaction, and success." He has guest lectured at Harvard, MIT, NYU, CUNY, Stanford and the College of Aeronautics. He has worked and lived internationally.



PROFESSIONAL BIOGRAPHY – JULIO CASTAING

Julio currently partners with MRW Consulting Group International. He is an HR executive with over 20 years of experience with global fortune 500 companies. Throughout his career, which has spanned consumer packaged goods, entertainment, pharmaceutical and technology industries, he has helped organizations effectively unleash employees' potential through a focus on employee development and skill building to increase their capability.

His experience includes senior leadership roles with The Walt Disney Company, where he helped design and execute career development paths for a team of creative staff and led multiple change management/business transformation efforts for the e-Commerce division; led talent management for Food Channel, Travel Channel and HGTV as well as established a team to align the learning and development agenda for the enterprise; provided both strategic and tactical HR direction, including designing and executing the training and development agenda for a division of Nestle Waters, USA. In addition Julio has successfully leveraged his bi-lingual skills and Latino cultural background while leading HR for over 600 restaurants in the Caribbean and Latin American franchise business unit of YUM! Brands (Pizza Hut, KFC and Taco Bell). Julio began his career in management training roles at Philip Morris and Schering Plough. He received a BS in Industrial and Labor Relations from Cornell University.

SYDNEY, AUSTRALIA - Partner Consultant
PROFESSIONAL BIOGRAPHY – JOANNA COLLIVER



Joanna Colliver is Director of PeopleScope in Sydney, Australia and a partner consultant with MRW Consulting Group International. PeopleScope is a business-consulting firm based in Sydney, specialising in people & leadership development, employee engagement, and organisational development and change. A commercially focused professional, Joanna has held senior level Human Resources and Organization & Development roles. Joanna has a unique strength in being able to combine her strategic HR capability with her people focused style to enable individuals, teams and organisations to deliver outcomes.

Joanna holds a BA Hons from Warwick University and a Post Graduate Diploma in Human Resources Management from the Manchester Metropolitan University, UK; Cert IV in Training and Assessment; Certificate in Counseling Skills and is an accredited practitioner of SHL, including the OPQ and 360 Degree Personal Development feedback diagnostic tools and DISC.

Joanna's career, spans 20 years including IT, telecommunications, engineering, banking and finance, professional services, retail and contact centers. She has a strong corporate background including working with the Cable & Wireless group; Ernst & Young (UK and Australia); and Optus Communications; her last role prior to setting up PeopleScope was as Head of HR for CitiStreet, Australia.

CONTACT

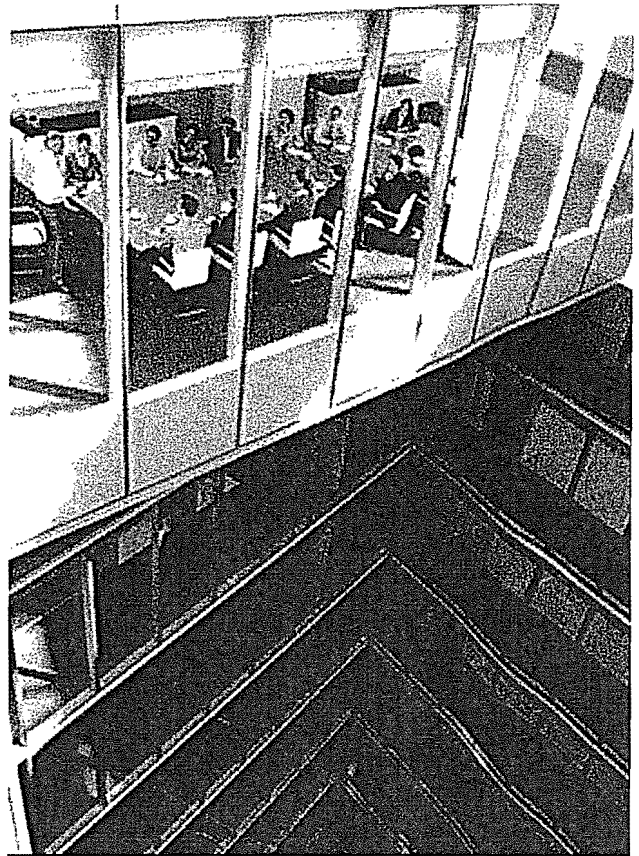
For more information about our services:

MRW Consulting Group International
Administration office:
7004 Kennedy Blvd East, Suite 5F
Guttenberg, New Jersey 07093
services@mrwconsulting.com

New Jersey: 201.854.7217

New York: 212.926.6997

Sydney, Australia: +61 (0) 411 553 311
jocolliver@peoplescope.com.au



Willingboro Township Council Meeting of December 15, 2015, held in the

Council Chambers, Municipal Complex, One Rev. Dr. M. L. King, Jr., Willingboro, New Jersey

The 2014 event was a huge success with about 20,000 people in attendance. The 2015 event grew even larger and seems to bring joy to all in attendance. The Jazz Festival cost \$80,000 this year; it is up to the Township Council to decide if the very popular event is worth the yearly price tag of \$5.11 cent per household. Just wanted to bring some clarity to the information. That concludes my report.

Township Clerk Wooding: At our last meeting, I introduced Ordinance No. 2015-11, that particular Ordinance is being held for further discussion

Resolutions:

RESOLUTION 2015- 154

TOWNSHIP OF WILLINGBORO

RESOLUTION AUTHORIZING THE AWARD OF A NON-FAIR AND OPEN CONTRACT FOR TOWNSHIP EMERGENCY FIRE VEHICLE REPAIR AND MAINTENANCE SERVICES

WHEREAS, the Township of Willingboro has a need to acquire EMERGENCY FIRE VEHICLE REPAIR AND MAINTENANCE SERVICES as a non-fair and open contract pursuant to the provisions of N.J.S.A. 19:44A-20.4 ; and,

WHEREAS, pursuant to N.J.S.A. 40A:11-3, and Ordinance 2009-23, the Township appointed a Qualified Purchasing Agent; and

WHEREAS, pursuant to N.J.S.A. 40A:11-3, contracts for goods or services which do not exceed \$ 40,000.00 may be awarded by the Qualified Purchasing Agent without publicly advertising for bids; and

WHEREAS, two vendor quotes were obtained for repair and maintenance for EMERGENCY FIRE VEHICLE REPAIR AND MAINTENANCE SERVICES to include parts, labor and supply items for the term of this agreement from

1. Fire Apparatus Repair , Inc. who was not able to submit a complete service quote providing OEM parts.
2. Emergency Equipment Sales, LLC, who is certified as an Official Seagrave Dealer within our local area, submitted a proposal for full service and repair of all the Willingboro Township Fire Emergency vehicles with OEM parts as needed.

WHEREAS, the Qualified Purchasing Agent has determined and certified in writing that the value of the contract EMERGENCY FIRE VEHICLE REPAIR AND MAINTENANCE SERVICES for the cost of each repair and service as needed, and will not exceed \$40,000.00 per annum to expire December 15, 2016; and may be extended two (2) times (for one year each) as approved by this governing body; and

WHEREAS, Emergency Equipment Sales, LLC. has submitted a proposal on October 30, 2015 indicating they will provide additional EMERGENCY FIRE VEHICLE REPAIR AND MAINTENANCE SERVICES as needed and the cost will not exceed \$40,000.00 per annum to expire December 15, 2016; and

WHEREAS, the anticipated term of this contract will expire December 15, 2016; and

WHEREAS, by resolution, this governing body may extend this contract two (2) times (for one year each); and

WHEREAS, pursuant to N.J.S.A. 19:44A-20.5, this is a Non-Fair Open Contract, which has been certified to have an anticipated value in excess of \$17,500.00; and

WHEREAS, pursuant to N.J.S.A. 19:44A-20.5 Emergency Equipment Sales, LLC of 4 Youngs Road, Trenton, NJ 08619 has completed and submitted a Business Entity Disclosure Certification which certifies that:

1 Emergency Equipment Sales, LLC of 4 Youngs Road, Trenton, NJ 08619 has not made any reportable campaign contributions in the previous 12 months to a political party or candidate committee of any person serving in elective public office in the Township of Willingboro; and

2. Emergency Equipment Sales, LLC of 4 Youngs Road, Trenton, NJ 08619 is prohibited from making any campaign contributions, reportable according to N.J.S.A. 19:44-1 throughout the term of the contract.

WHEREAS, funds are requested and encumbered as needed for this purpose by requisition up to \$40,000.00 per annum.

NOW THEREFORE, BE IT RESOLVED on this 15th day of December, 2015 in open public session that the Township Council of the Township of Willingboro authorizes the Mayor to execute an agreement with Emergency Equipment Sales, LLC of 4 Youngs Road, Trenton, NJ 08619 for that is consistent with this resolution to expire December 15, 2016; and

BE IT FURTHER RESOLVED by resolution, this governing body may extend this contract two (2) times (for one year each); and

BE IT FURTHER RESOLVED that the Business Disclosure Entity Certification and the Determination of Value be placed on file with this resolution; and

BE IT FURTHER RESOLVED that certified copies of this Resolution shall be provided to Emergency Equipment Sales, LLC of 4 Youngs Road, Trenton, NJ 08619 for its information and attention.

On motion by Deputy Mayor Anderson

Seconded by Councilwoman Jennings

Roll Call:

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|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | Yes |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Motion carried. Resolution 2015-154 Approved.

RESOLUTION NO. 2015-155

**A RESOLUTION OF THE TOWNSHIP OF WILLINGBORO
AUTHORIZING CHANGE ORDER #1 FOR ROOFING SUPPLIES AND SERVICES**

WHEREAS, on or about December 17, 2013 the Township Council of the Township of Willingboro entered into a contract with Design Build Industries, a Subsidiary of Garland Industries for Roofing Supplies and Services as a participant in the Cobb County Georgia contract number #09-5408 by Resolution No. 2013-170 on December 17, 2013, in the amount of \$185,109.00; and by Resolution No. 2014-60 on April 1, 2014 in the amount of \$307,284.00 for Roofing supplies and services for the roof replacement for the Municipal Complex; and

WHEREAS, the purchase of these goods and services was through the U.S. Communities Government Purchasing Alliance and is authorized by Local Public contracts Law N.J.S.A. 40A:11-12; and

WHEREAS, the total of the original contract amounts awarded is \$492,393.00; and

WHEREAS, Township Director of Support Services, has found the proposed change order in the amount of \$4,203.00 to be acceptable; and

WHEREAS, the amended contract amount is \$496,596.00 representing an increase of as-built quantities and contract costs of \$4,203.00; and

WHEREAS, Township Council has reviewed the recommendation for the Change Order #1 in the amount of \$4,203.00, amending the contract amount to \$496,596.00.

NOW THEREFORE, BE IT RESOLVED that in open public session on this 15th day of December 2015 that the Township Council of the Township of Willingboro hereby accepts Change Order #1-for Roofing Supplies and Services with Garland/DBS, Inc., in the amount \$4,203.00.

BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Township Director of Support Services, Finance director, and Garland/DBS, Inc.

Willingboro Township Council Meeting of December 15, 2015, held in the Council Chambers, Municipal Complex, One Rev. Dr. M. L. King, Jr., Willingboro, New Jersey.

On motion by Councilwoman Jennings
Seconded by Deputy Mayor Anderson
Roll Call:

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|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | Yes |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Motion carried. Resolution 2015-155 Approved.

RESOLUTION NO. 2015-156

**A RESOLUTION OF THE TOWNSHIP OF WILLINGBORO
AUTHORIZING CHANGE ORDER #1-FINAL FOR YEAR 2 ROAD IMPROVEMENT
PROGRAM "RECONSTRUCTION OF VARIOUS STREETS (PHASE II)"**

WHEREAS, on or about June 17, 2015 the Township Council of the Township of Willingboro entered into a contract with Asphalt Paving Systems, Inc., 500 N. Egg Harbor Road, Hammonton, New Jersey 08037, for the Year 2 Road Improvement Program "Reconstruction of Various Streets, (Phase II)" pursuant to the Local Public Contracts Law, N.J.S.A. 40:11-1, et seq.; and

WHEREAS, the original contract amount was awarded for \$165,151.29; and

WHEREAS, the amended final contract amount is \$141,218.31, representing a reduction in the final adjustment of as-built quantities and contract costs of \$23,932.98; and

WHEREAS, Township Engineer has found the proposed Change Order # 1 Final and reduction to be acceptable; and

WHEREAS, Township Council has reviewed the Engineer's recommendation for the Change Order #1 Final, amending the final contract amount to One Hundred Forty One Thousand Two Hundred Eighteen and 31/100 Dollars (\$141,218.31).

NOW THEREFORE, BE IT RESOLVED that in open public session on this 15th day of December 2015 that the Township Council of the Township of Willingboro hereby accepts Change Order #1-Final for the Year 2 Road Improvement Program "Reconstruction of Various Streets, (Phase II)" and amends the contract amount for this project to \$141,218.31 for Asphalt Paving Systems, Inc.

Willingboro Township Council Meeting of December 15, 2015, held in the Council Chambers, Municipal Complex, One Rev. Dr. M. L. King, Jr., Willingboro, New Jersey.

shall be released, and the final payment of \$138,393.94 shall be issued to Asphalt Paving Systems, Inc., for a total of \$141,218.31, pursuant to the Payment Certificate No. 2 Final, and in accordance with the Township Engineer's recommendations.

BE IT FURTHER RESOLVED, that copies of this resolution shall be provided to the Finance Director, the Township Engineer and Asphalt Paving Systems, Inc., for their information and attention.

Resolution 2015-156

Councilman Anderson—so moved

Councilwoman Jennings—second

Councilman Walker: Discussion—Mr. Bibbs this Phase does Van Scriver ever in this phase?

Engineer Bibbs: No

Councilman Walker: This Change Order that's being presented does it have anything to do with the company that did Van Scriver before?

Engineer Bibbs: This company micro surface Van Scriver Parkway, but this has nothing to do with Van Scriver Parkway for a contract associated with the reconstruction of Tiber Lane from Twin Hill Drive to Telodo Lane as well as reconstruction of Harrison Circle.

Councilman Walker: How much is the Change Order for?

Engineer Bibbs: It is not a positive Change Order; this is a final adjustment of the contract amount. The original contract amount is awarded by the municipality was for \$165,151 after completion of the project there is a reduction of \$230,932 and some change. All this does is adjust the final contract.

Councilman Walker: Have they been paid yet?

Engineer Bibbs: The next resolution releases their retainer.

Roll Call:

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|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | Yes |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Resolution 2015-157
A RESOLUTION OF THE TOWNSHIP COUNCIL OF THE
TOWNSHIP OF WILLINGBORO RELEASING
RETAINAGE AND AUTHORIZING PAYMENT CERTIFICATE NO. 2 FINAL
TO ASPHALT PAVING SYSTEMS, INC. FOR YEAR 2 ROAD IMPROVEMENT PROGRAM
“RECONSTRUCTION OF VARIOUS STREETS”

WHEREAS, the Township of Willingboro’s Engineers Remington, Vernick & Arango Engineers, Inc. has submitted the Payment Certificate No. 2 FINAL, representing the contractor’s voucher for payment of \$138,393.94 and a request for a release of retainage in the amount of \$2,824.37 to Asphalt Paving Systems, Inc., for the Year 2 Road Improvement program “Reconstruction of Various Streets.”

WHEREAS, the Township engineer has determined that no further work is being performed on this project; and

WHEREAS, it is the recommendation of the Township’s Engineer that the Township of Willingboro release the retainage for this project in the amount of \$2,824.37, since all outstanding invoices have been satisfied.

WHEREAS, the Payment Certificate No. 2 Final representing the final payment in the amount of \$138,393.94 has been reviewed and approved by the Township Engineer; and

WHEREAS, it is in the best interest of the Township of Willingboro to release the retainage for this project in the amount of \$2,824.37 to Asphalt Paving Systems, Inc. and it is the intention of the Township Council to authorize final payment in the amount of \$138,393.94, in accordance with the Township Engineer’s recommendations in Payment Certificate No.2 Final, for the Year 2 Road Improvement Program “Reconstruction of Various Streets.”

NOW THEREFORE, BE IT RESOLVED, by the Township Council of the Township of Willingboro, assembled in public session this 15th day of December, 2015, that the Retainage in the amount of \$2,824.37, for the Year 2 Road Improvement program “Reconstruction of Various Streets,”

Deputy Mayor Anderson: So moved

Councilwoman Jennings: Second

Councilman Walker: Discussion. Now with this, releasing retainage means we are giving them back their money.

Engineer Bibbs: We are giving them back the money that was retained during the construction of this particular contract. We have retainage on ??? payment basis

Councilman Walker: OK, but this is the same company that did the micro surfacing

Engineer Bibbs: That is correct.

Councilman Walker: There is my problem. Releasing money back to them, when they did not complete their job to a level of satisfaction. We are going to give them their money back. We didn't hold them accountable to come back and do the repairs. We allowed them to go and do additional work and now we are going to release the money we held to insure that the job was done right. I don't understand that.

Engineer Bibbs: I guess you don't understand it because it is not true. First of all this. You have to understand or maybe we will refer the question to the Solicitor. Right now we are talking about a particular contractual obligation between the municipality and Alphas as it relates to a particular project, specifically roads that we talked to. The contractor that we talked about that I mention to you during the last resolution and the contractor completed and performed all his duties as it related to the work that was rewarded to him.

If you want to talk about the other contract, which was the Van Sciver Parkway, that's a completely different contraction contract.

Councilman Walker: I get that and I hate that and I don't like the fact that I am the only one who sees the problem here. I just don't understand why they continue to do work when they didn't complete the work to the satisfaction. I just don't understand that.

Mayor Campbell: Councilman it is a different contract and you have to clear up one contract at a time. You can't penalize them off the contract they had originally, just because they completed two other contracts.

Councilman Walker: I get that, but why would they allow to go to other contracts. When they didn't do that.

Councilwoman Jennings: Maybe the solicitor can talk about public bids and barring somebody from a list.

Solicitor: That's not what is on the floor right now. Now the discussion has to be limited to this particular contract and we can have a conversation about that after this.

Councilman Walker: You know what, I am just going to vote no. No one else has a problem with it. I don't know?

Mayor Campbell: We thank you Sir

Roll Call:

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|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | No |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Motion carried. Resolution 2015-157 Approved

RESOLUTION NO. 2015- 158

**A RESOLUTION OF THE TOWNSHIP OF WILLINGBORO RELEASING THE
PERFORMARNCE BOND FOR THE YEAR 2 ROAD IMPROVEMENT PROGRAM
"RECONSTRUCTION OF VARIOUS STREETS" AND ACCEPTING A TWO YEAR
MAINTENANCE BOND**

WHEREAS, Remington, Vernick & Arango Engineers, and Affiliates, has inspected the Year 2 Road Improvement Program "Reconstruction of Various Streets" project completed by Asphalt Paving Systems, Inc.; and

WHEREAS, the Township's Engineer has determined that the improvements are satisfactory.

WHEREAS, it is the recommendation of the Township's Engineer that the Township of Willingboro release the Performance Surety Bond # 13BCSHE9712, in the amount of One Hundred Sixty Five Thousand One Hundred Fifty One Dollars and 29/100 (\$165,151.29) and upon a posting of a two year Maintenance Bond #13BCSHE9712M in the amount of One Hundred Forty One Thousand Two Hundred Eighteen Dollars and 31/100 cents (\$141,218.31), provided that the release of the Performance Bond is contingent upon the payment of all outstanding escrow invoices.

WHEREAS, it is the intention of the Township Council and in the best interest of the Township of Willingboro to release the performance bond and accept a two year maintenance bond for the Year 2 Road Improvement Program "Reconstruction of Various Streets" project in the amounts referenced herein, contingent upon the payment of all outstanding escrow invoices, in accordance with the Township Engineer's recommendations.

NOW THEREFORE, BE IT RESOLVED, by the Township Council of the Township of Willingboro, assembled in public session this 15th day of December 2015, that the performance bond # 13BCSHE9712, in the amount of One Hundred Sixty Five Thousand One Hundred Fifty One Dollars and 29/100 (\$165,151.29) will be released for the Year 2 Road Improvement Program "Reconstruction of Various Streets" and it will accept a two year Maintenance Bond in the amount of One Hundred Forty One Thousand Two Hundred Eighteen Dollars and 31/100 cents (\$141,218.31) provided that the release of the Performance Bond is contingent upon the payment of all outstanding escrow invoices.

BE IT FURTHER RESOLVED, that copies of this resolution shall be provided to the Finance Director, the Township Engineer, and Asphalt Paving Systems, Inc., for their information and attention.

On motion by Councilwoman Jennings

Seconded by Deputy Mayor Anderson

Roll Call:

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|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | No |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Motion carried. Resolution 2015-158 Approved.

RESOLUTION 2015-159

RESOLUTION AUTHORIZING THE EXECUTION OF PUBLIC DONOR AGREEMENT BETWEEN PROVIDENCE HOUSE AND WILLINGBORO TOWNSHIP FOR THE YEAR 2016

WHEREAS, the Shelter for victims of domestic violence in Willingboro has been operated by the Providence House/Willingboro Shelter; and

WHEREAS, the Providence House/Willingboro Shelter property is owned by the Township of Willingboro; and

WHEREAS, it is proper to formally authorize the execution of this Public Donor Agreement

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of Willingboro, assembled in public session this 15th day of December, 2015, that the Mayor is hereby authorized to execute the attached agreement on behalf of the Township.

On motion by Councilwoman Jennings

Seconded by Deputy Mayor Anderson

Roll Call:

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|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | Yes |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Township Clerk Wooding: Resolution 2015-160

Deputy Mayor Anderson—so moved

Councilwoman Jennings—second

Councilman Walker: Discussion. If his term is up January 1, why are we doing this now?

Solicitor: It should be held on January 1

Township Clerk Wooding: This will be held

Solicitor: It isn't always traditionally done on reorgan. It depends on his three year term when he was appointed. His term could have ended earlier. We have to go back and determine whether or not his term actually ends on the 31st or ended earlier. Because sometime people

Councilman Walker: Shouldn't someone have known that before they put in on the agenda. I would think if it was on today's agenda, that someone looked at the term.

Solicitor: They have, but I don't know the answer to the question.

Councilman Walker: Who put it on the agenda?

Solicitor: My Office prepared the resolution at the request of the Judge advising us that his term is about to expire. He asked us to prepare the resolution to put on the agenda. So if it was put on for today, I don't know when his term expire. It says the 31st here, if it is the 31st it should be on for the 1st I agree with you, but to be honor with you I think it was a mistake or just a simply oversight. Something should have just followed with all of the other resolutions.

Councilman Walker: OK

Solicitor: I am glad that you caught it.

Mayor Campbell: Put it on the next meeting

Motion carried. Resolution 2015-159 Approved

Resolution 2016-160 was held for adoption at the January 1, 2016 reorganization, as per Township Solicitor.

**RESOLUTION NO. 2015-161
A RESOLUTION OF THE TOWNSHIP OF WILLINGBORO AUTHORIZING
AN EXECUTIVE SESSION OF THE TOWNSHIP COUNCIL**

WHEREAS, the New Jersey Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., permits a public body to exclude the public from portions of a meeting at which specific matters set forth in N.J.S.A. 10:4-12b are discussed; and

WHEREAS, a request has been made of the Township Council assembled in public session on this 15th of December, 2015 to convene a closed Executive session consistent with the provisions of N.J.S.A. 10:4-12b; and

NOW, THEREFORE, upon motion duly made and seconded and passed by a vote of in favor and opposed, **BE IT RESOLVED** by the Township Council of the Township of Willingboro, County of Burlington, State of New Jersey that an Executive Session of the Township Council meeting shall be convened to discuss one or more of the following categories as noted:

- _____ 1. Any matter which, by express provision of federal law, state statute or rule of court is rendered confidential or excluded from the public portion of the meeting.
- _____ 2. Any matter in which the release of information would impair the right to receive funds from the United States Government.
- _____ 3. Any material the disclosure of which constitutes and unwarranted invasion of privacy as set forth in N.J.S.A. 10:4-12b(3).
- _____ 4. Any Collective Bargaining Agreement or the terms and conditions which are proposed for inclusion in any Collective Bargaining Agreement, including the negotiation of the terms and conditions thereof with employees or representatives of employees.
- _____ 5. Any matter involving the purchase, lease or acquisition of real estate with public funds, the setting of banking rates or investment of public funds where it could adversely affect the public interest if discussions of such matters were disclosed.
- _____ 6. Any tactics and techniques utilized in protecting the safety and property of the public and any investigations of violations or possible violations of law.
- __XX__ 7. Any pending or anticipated litigation or contract negotiations in which Township Council is or may become a party.

Willingboro Township Council Meeting of December 15, 2015 held in the Council Chambers, Municipal Complex, One Rev. Dr. M. L. King, Jr. Drive, Willingboro, NJ

- _____ 8. Any matters falling within the attorney/client privilege to the extent that confidentiality is required for the attorney to exercise his/her ethical duties as a lawyer.
- ___ 9. Any matter involving the employment, appointment, termination of employment, terms and conditions of employment and other categories set forth in N.J.S.A. 10:4-12b(8).
- _____ 10. Any deliberations occurring after a public hearing that may result in the imposition of specific civil penalty or the suspension or loss of a license or permit as set forth in N.J.S.A. 10:9-12b(9).

BE IT FURTHER RESOLVED that the general nature of the subject to be discussed relates to: Radwell International, Inc. issue

BE IT FURTHER RESOLVED that the time when and the circumstances under which the discussion conducted in closed session will be disclosed to the public, in accordance with N.J.S.A. 10:4-14, and to the extent that it is not inconsistent with N.J.S.A. 10:4-12.

On motion by Deputy Mayor Anderson
Seconded by Councilwoman Jennings
Roll Call:

| | |
|-----------------------|-----|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | Yes |
| Deputy Mayor Anderson | Yes |
| Mayor Campbell | Yes |

Motion carried. Resolution 2015-161 Approved.

Approval of Raffles License dfor NU NU Chapter Omega Psi Phi Fraternity, Inc.

On motion by Deputy Mayor Anderson
Seconded by Councilwoman Jennings
Roll Call:

| | |
|-----------------------|---------|
| Councilman Holley | Yes |
| Councilwoman Jennings | Yes |
| Councilman Walker | Yes |
| Deputy Mayor Anderson | Abstain |
| Mayor Campbell | Yes |

Public Comments:

Thomas Floyd-Buckingham Park: Representing Concerned Citizens of Buckingham Park. I am just as frustrated with the conditions and the fact that we are giving money to contractors, I understand the bidding process. They bid the

But somebody should be able to watch, keep an eye on these people and make sure we are getting our money worth when they doing the job right. I guess I have to give a wash to this year. We got the worse streets in town, in Buckingham Park, we literate have to come here and beg to get Charleston Road paved. We came here and none of us, let me say that again, none of us in Buckingham Park are engineers, but two or three weeks after they paved the Parkway, we came here and told you that some was wrong with it. Something that the Engineer should have told you and we were told at that meeting and I will tell you the people if you want me to, I am hoping that they will stand and say yes we told them this.

The first thing we were told, it wasn't our road, it was the county road. They did it, we do not have nothing to do with it. Then we were told, we saved a load of money on the way we did it, that's not exact the words. All you have to do is ride up and down on it, smooth out and it will be perfect. Until it fell apart and as I said last time. Everybody here take a drive on Van Sriver Parkway, the only section that is not done is in Buckingham Park and our taxes are just as good as anybody else. I do not understand why we have to pay, keep paying money to fix a road three or four times when the citizens told you the first time they did it; it was done wrong and none of us are engineers and the saddest thing about it is we have been talking about the roads in Buckingham Park for close to five years and we have yet to hear anybody say, that we are trying to find a solution to the problem. All we keep hearing is whenever they built Willingboro, Somerset, Buckingham and Pennypacker they did the roads a different way and we can't fix those streets. It would cost too much money to fix them. We are talking about quality of life issue. I ride up and down the streets all the time, because I do surveys in my Park and I am hitting potholes, I am hitting bumps, I am hitting stuff, grass is growing up through the cracks of the street and nobody has a solution. We have a firm that we hire to be engineers for this community and not once did they say at any conversation that we are working with the State or we are working with the County Engineers to try and find a solution to this problem and the five of you have yet to ask this guy, when are you going to find a solution for the citizens of Buckingham Park about their streets. Anyone here, go into Buckingham Park and see how bad those streets are. It is all about the quality of life issue and that is a serious issue that we have in Buckingham Park and I guess we are just a wash this year. What's the story next year? We came here at the beginning our season, nine months ago, said, Please can you do something about our streets and we have yet to get any answer at all about what we are going to do about that. They not going to get any better and we have to start making sure that people who do work for us. I came from a family business. My grandfather ran a business and I always tell this story that when the salesmen use to come to sell services or supplies or equipment to my grandfather. They use to peek in the window, if they see my grandfather at the table, they come in there, look all sad, pull out their old books, because my grandfather only wanted to buy things that would last, stand the test of time. They had to be fixed. They had to be too operated by people who were untrained. His untrained mechanicals were to be able to figure out what's wrong with them and fix them and the parts had to be bought locally. We came here, they put all this money in the building and we can't get the microphones to work right. Come on now, I know we haven't paid for this building yet and already stuff is starting to fall apart. My grandfather said I don't care about the bells and whistles. I want to make sure that I can use this equipment until at least I have half way paid for it. We are no way near paying for this stuff and already it is falling apart. Somebody once said that Willingboro is a community that

cannot stand to have two malfunctioning governing bodies. We know that the School System has just fell apart, because they spend more time cut each other throat than they are sitting next to, then working together to solve the problem. I remember one time going to the School Board Meeting, I said if you guys spend as much time trying to solve the problem of this District as you are trying to find dirt on each other. We would have the best educational system in the State. I don't want this to happen on this side of the street. The five of you have to start finding solutions. I have start spending as much time as you possible can getting to the bottom line and the question has to be asked. Will this last longer enough for us to have to half way pay for it before it falls apart. If the answer is no, you have to find somebody else. We gotta start making sure that the citizens who can even hardly afford to live here, can afford to live here. We gotta start bringing value back to this community. We can have champagne ideals with beer money, because that is what we got, and we keep getting things that look good, but are they good? The question is some of the stuff that you had us paying for ain't that good, serious it ain't that good. So please, Y'all go on and reorganize yourselves. I ask for a full-time Council. You have got to put in more time. You have gotta start looking at what people bring to you as proposals and you have gott'a really tear it apart. Outside of making that living for yourselves and your family, the rest of time, if you want to sit in those seats, have to be dealing with this Township business and if you got time to dig dirt up on somebody, then you need to find some time to find a way to fix what wrong with Willingboro. Use that time. I work with a lot of people that I don't too much particularly like, but when it comes time to come up with a solution to a situation that we are working on, I work with anybody. Now if the five of you can't do that, you have to let us know. Please let us know, because we cannot afford to have two malfunction governing bodies, we can't. When the concerned citizens started doing surveys in Buckingham Park, we only had fifteen abandon houses in Buckingham Park. We just did our last survey, last month it is over 70. That is not an improvement and I would hate to think that when these renters decide that want to leave this town, add that to what we already have, you might as well take this back into 8 Park Community, because three of the parks will be totally empty. That's how many abandon houses that are how bad it is in Willingboro. If we don't bring the value back, all the moving vans will be heading one way, out of town. I am serious, if you aint up for the job, stop raising your hand for it. If you want to get on the Council so you can attack somebody, you got no business being there. We need five people who is going to spend every waking moment outside of the time they spend making a living for their families, dealing with the issue here in Willingboro. I beg you because the average citizen that works for me are in their seventies, they can't do, they won't be round much longer. They are in their seventies and they are out there at six o'clock in the morning trying to find a solution to the problems we have in Buckingham Park and you guys are a lot older, younger than they are and if they can do it, you can do it. I can't keep asking these 75 and 80 year old people to come with me and help be find a problem, if you guys sitting there wanting to hit the guy over the head sitting next to you. We can't afford it, we just can't, so please if you don't want to help us vacate the seat and give it to somebody who will because we cannot afford it, we really can't. So I pray that everyone has a safe and Happy Holiday and when we reorganize, between not and then, somebody, all five of you have to commit to working with Willingboro and working with the citizens of this community to make this community better. I know you probably say I do that already. I hear that all the time. I have given all that it takes to do the job, with 70 some abandon houses in Buckingham Park somebody is not doing their job. The School System that is the worse in the County, somebody is not doing their job. We have got to do a better job, so please next year fix the streets, find a way to cut the taxes and you say if you want the street fixed you are not going to cut taxes, but look at all the other stuff we have done. Somehow our priors are different. I love this building, it looks beautiful, but I have to go over bumpy streets to get here and that should not be. We have to start putting in priors, what the people need and then everything else falls behind it. Thank you

Ms. Rivera-16 Miniature Lane-- I agree with you Sir, but I have to throw in Millbrook Park, same thing, same scenario. The reason why I came to this meeting for the first time, I brought you a pictures; I brought you pictures of the same thing that this gentleman has described. I gave it to you in hopes that you would look at it and see the people and see the street that this man described. I don't need to get into that. Millbrook Park is in the same condition that Buckingham is. You just drive through Buckingham, Somerset, Pennypacker. What really scared me was the ordinances that I read in September first, 2015. I will leave that along, but we are in the same condition. If you are going to take an overall picture, add these parks, add Millbrook Park to it please. Thank you

Harry Walker—Eastgate La.-- First, I heard Mr. Floyd and it has been going back and forth with this group on line about people calling other people out. I do think we as residents deserve a right of transparency. I don't think it is fair that we see knocking someone over the head vs pulling the truth out because a lot of things goes on behind closed doors that nobody knows about, so until this stuff comes to the for front we have to stop attacking the messenger and start looking at the message. I have experience that over and over personally on line as well as everything else, because it seem that everything is OK-- oh that makes the town look bad. Excuse me, the town already looks bad, so there is not making it look bad, we look bad, let's be honest and accept that fact that we look bad and until we accept that, we can never move forth and fix it and you guys up there are our leadership.

I want to address something; last Council Meeting I was asked by the Township Manager. Thank y'all for bringing that up. Mr. Campbell you made a comment that you don't have to answer to me. I want to make sure, that you're leaving and let the rest of them know, you answer to every single person in this room. We put you in there and we'll take you out, so I don't want to hear that you don't answer to me because I am one of the people in this room. So maybe that something you talk to me personally, but everybody in this room you answer to, so the rest of you need to understand that.

The second one, we are looking on Resolution 2015-156, 157, how do we keep on hiring the same people if they show themselves incompetent, why we keep on paying them to do another job. I understand it is a different contract, different bid. Well if they didn't finish the first contract, why do they get the second contract? I am not sure if that is just common sense or maybe I am just over looking. I don't know, I don't understand, but that is one thing I think we need to look at and the last one is I know there has been several discussions about the Firehouse. I have talked to a company that is right here in Willingboro, homegrown in Willingboro, who presented a proposal to be able to do the Firehouse for little or no money out of pocket and if we keep on saying we don't have anything to do the Firehouse. If I am having a conversation with home grown Willingboro born and bred company that can do the work, why is it, we are not bringing them to the table and if we don't feel that they are completely qualified, why aren't we helping them get qualified so we can keep some of this money in town, instead of having contractors come and not do the work and give them another contract and they get paid again.

Pat Lindsey- Harvey-31 Henderson Lane-- I asked a question at the last Council Meeting that wasn't answered. Now with the Township Manager's retirement now everyone knows has there been any interest or anyone who has applied thus far? I asked that at the last Council Meeting. I was remised at the last Council meeting to thank our Councilwoman Jennings and Mayor Campbell for coming to the Library's 55th Anniversary Double Nickel cabaret. I hope you guys had a great time. I want to give you interesting statistics about the Library. Since we moved into

the building in 2003 we have been tracking with programs, classes, the number of people come through. As of 2015 the Library has service 1.8 million people-- that's a lot of people.

I love the Jazz Festival, I have attended the Jazz Festival for years, but I have a couple concerns. One is it is not a Jazz Festival and that really bothers me that we are calling it a Jazz Festival and it is not a Jazz Festival, it is a Music Festival and I have a problem with that, calling something a name that isn't. I want to know how many of the vendors who participated were paid to do work on the Jazz Festival were Willingboro residents? People who live here and own businesses or people who have businesses in town who were involved in this Festival. The biggest thing that I have a problem with and this made me angry and it takes a lot for me to be angry, but why are we spending \$3,700. with a business who lied to us for a year, who disrespected our residents when they were moving, packing up food as we are shopping. Who lied to this community by saying we fine them two to three million dollars; who gave us the final middle finger or saying, guess what people you can't even have a grocery store in this spot for ten years, but yet, we are going to spend \$3,700 of our money to shop there, I don't get it. That gets me angry. I don't understand why we did that.

The last things that I have is the company that was here to give us a presentation about the Township Manager's position, did exactly what I thought was going to happen. They don't tell us what we need; we tell them what we need. So, my question is why we need a search firm in the first place. Thank you.

Ms. MacIntosh—86 Edge Lane-- My first question is—I know it is a lot of complaints, so I am asking Council, how do we empower the citizens to become more involved, I mean actively involved. Where are the committees listed? How do we get involved so it is not us against you, we need to work together-- obviously to bring this town to where it needs to be. So again, where are the committees that actually actively do what needs to be done in Willingboro and where can one find those and when do we sign up for them?

Secondly, going into 2016 is there any way that we can implement the tape recording or videoing of these meetings so that people who are not able to attend—7 o'clock every other Tuesday that they can at least get some visibility to what is going on and some input and lastly.

And I don't proclaim to know everything about the roads, but it seems that Chris Walker is the only one at this point bringing up points that seem very valid and no one seem to want to talk about it or discuss it, so I am just wondering, we have sets of eyes on the same thing and is he the only one seeing it one way. Again I am not saying I know everything that's going on, but just seeming from being in the audience that he is the only one stating something that is very obvious. Thank you very much.

Grove McKenzie-Eden Rock Lane-- Couldn't sit quietly by and let anyone speak poorly of my community. One thing that I feel that we all need to do is recognize the positives; recognize the growth; recognize the advancements and speak truth to falsehoods. I live in a town that has two well-functioning governing bodies, public governing bodies with elected officials. I am very proud of my Town Council and I am very proud of my Board of Education. I am a member of the Willingboro Board of Education and very proud of that. We have a find board. The words that I heard spoken this evening about the Board are words and thoughts and opinions that may have applied twenty years ago, they don't apply today. They have not applied the last five, six, seven, eight, nine years, so I will stop there because this is a Council Meeting and I want to speak to some

Council issues. The last word on the Board of Education, the Board meets the second and fourth Monday of the month. We have our reorganization meeting on the first Wednesday in January. I invite each and every one of you to come out and enjoy a well-functioning governing body.

Town Council, members I encourage you to continue to support the Jazz Festival. It's like Ms. Lindsay-Harvey said the name may not fit with what we are offering now, but what we are offering is what the community wants, is what the community needs. So, I will continue to put my tax dollars behind it and continue to make it and run it as a well-organized event that I have had the pleasure of attending year after year, so don't stop that—you have my support and the Recreation Department have my support. I like what is happening in this town and it goes to quality of life and it gives out-of-towners and people from around the county and around the State and from other States a chance to see the good that happens in this town. The reason I moved to Willingboro, was I played in a golf tournament at Rancocas Country Club about 30 years ago. I rushed home to tell my newlywed wife that I found this great town with this great golf course and we could move there and she said great, where is it? I said Willingboro. She said Oh no I will never live in Willingboro. She is from Cinnaminson. We have been in Willingboro for about 28, 29 years now and haven't looked back and she is proud to be a Willingboro resident also. I do want to say to Mayor Campbell, your leadership will be missed, you will be missed. Have a wonderful retirement.

Charlotte Froman-- Mayor Campbell I want to thank you, Number one for your serve to the country, you proudly served to make this country stronger and I want to thank you also for our leadership on Town Council. It doesn't blow up, it doesn't tick. This is a little something from the Boards and members of Willingboro Neighborhood Watch and we thank you for your support to our organization. Those of you, who are looking for a volunteer work, just join Neighborhood Watch. I was a little disappointed when I would go to Freeholders Meetings over in Mount Holly—that there weren't more town council members coming, you came Mr. Holley. If others came than I missed it, probably days that I wasn't there, so if I am remised in what I am saying, I apology, but all the meetings that I went to I only saw Mr. Holley. Maybe I wasn't looking well enough. The bridge of course is gone and I want to thank all of you who came out to support the bridge and hopefully in another 10 years or so we'll have something. In my opinion, It was discussed very briefly. There need to be discussion; number one, as to what kind of bridge needs to be there and we have a couple of Neighborhood Watch people who live on the Rancocas who have not seen that bridge open in years. The only time it was open was for maintenance and repair, but that's a shame, they talked about (inaudible) going up. (Inaudible) haven't gone up to Mount Holly since the text Tile Mills left and since it was no longer an industry community, so that is a bunch of bull, but they are talking about an arch bridge and 22 million dollars and they need to go to the Coast Guard and find what kind of bridge they do need, instead of having (inaudible) situations, it is solely missed. One of the Freeholder said, get used to it. Well I am not getting used to it. I don't like coming on 295 with huge commercial tractor trailers piggyback going down the road, no I won't get used to it.

I am very upset about the amount of money that was spent on the Jazz Festival. And I don't know what has happened to volunteerism? Everybody wants to get pay for every little bit that they do. This community was run really on a great deal of volunteerism. Our kinds marched in the Fourth of July parade, that I solely miss and I think as Americans we really need to get that back. We need to have our Fourth of July. The music is wonderful, but we need pride in our country and we are not teaching the children that pride, as far as I can see. I might be all wet behind the ears, but that is the way I feel about it. I want to thank you, congratulations, I am sorry I missed the last couple of meetings. To those of you that are now newly elected I hope that you will continue to serve the community and think of what it is that we need and not just puffs. Somethings I heard

tonight and somethings I do not agree with. I don't want to get into the issue of ShopRite; they left because it was just too much work to do in the interim for structure. Would like to talk to them about starting a little Mom and Pop's store, but I understand, not from any horse's mouth, but something is coming in and I heard it was a boxing thing or gym and I am going why. Does anybody know what's coming in there? Also at one of the meeting I was to lastly, I brought up the question of-- is this ordinance about the garage sales worth worrying our heads about? Have any revenues sincerely come in? Has it stopped the people who still want to have one every week? Is it worthwhile? I wish you all here on the Board a very, very Happy Holiday Day Season, I wish for you all the world has to give that is best. Thank you.

Bernardette Statia (sic)-- Good Evening this is my first time being here. I live in Rittenhouse. I know that Rittenhouse has a self-government. My problem or question is that when the Association is not functioning or doing what it is supposed to do. Who governs it? Who makes sure that our association does what it is supposed to do. Do I get an answer or the answer will come the next time. This is my first time.

Secondly, I am here to represent my church. I belong to a very small church call (inaudible) Deliverance Ministry. We are located at JFK and I think that a community of Willingboro is doing a service, community service for small or smaller churches to rent rooms in the basement of JFK and we pay a month fee like

Council Comments

Councilman Walker: I first want to start with saying that I hope going into 2016 that council can adopt an evaluation tool for our professionals. They make a lot of money in the community. This is my second year here going into my third year. I have yet to see an evaluation tool that gauges the progress or lack thereof of our professionals. I think that we need to do that. Because people who are into these organizations that are being reappointed year after year after year that are not looking out for the Council's best interest to not be reappointed year after year after year. And I think we owe that to the members of this community. Just like any employee is evaluated, so should do so to our professionals. So, I want to start with that in hoping that in 2016 that we can put that in place.

Being a former school board member, and a parent of two students that went through school-- my son graduated from Willingboro, went to Lincoln Tech, graduated in the top 5 percent of his class at Lincoln Tech. He went into a field that had no idea that he had an interest in growing up into computers. To me, I worried about him because his education experience here in Willingboro was very challenging. His mother worked in the school district. I was on the school board. When I listened to people in leadership positions be critical of things in the school district, it concerns me. When you have union leadership that have meetings, meetings with the union members, meaning teachers calling our students hoodlums, calling our students gangsters, just tearing down our students. One year when my son was at Levitt, I was going there to pick him up to take him to a doctor's appointment and they were having a union meeting in the cafeteria. The two union reps at the time were sitting there standing up saying, "coming here is like being in a zoo." These are the teachers. So, I am here to tell you the problems at our School District, it is not the School Board, it is not Administration, and it is definitely not the students. When you have adults who are looking at our children that way, therein lies the problem. But yet, when a contract is expired in union leadership and the two people at the top of our current union who chose not to educate their children in Willingboro, said, so I am the head of this union, but I do not believe in the people that I represent. I do not believe in their ability to educate my child. There is something seriously wrong with that. But here is a contract that is expired, but union leadership sends an email to its members saying do not participate in afterschool programs, do not show up to parent teacher conferences, do not show up to graduations. You can go to a graduation for the past 3 or 4 years, you might have 10 teachers at the graduation. Because union leadership is telling their members do not go. But we want to talk about an agenda? If you have an agenda against children then there is something wrong with you. That is that about the schools. The problem is not the children the problem is not the administration. The problem is with the union leadership. That is where the problem is.

Now, I want to end on a positive note. This is the last meeting in the last week of three people who I think are very critical and add character and integrity to not just this Township, but to the employees or to this organization here. Ms. Barbara Lightfoot, Ms. Joanne Diggs and Mr. Campbell. Three people who again, I do not think that you could find two people in this town or an employee of this town that would say anything bad about the three of them. I have the utmost respect for the three of them. I wish them well in their retirement and joy. I said it last week at your retirement party, I will not call you. I have learned a lot from you that I will carry with me. You deserve to be able to do whatever you want whenever you want and however you want. That just goes for the three of you. You paid your dues, you worked hard and if anything, the employees that you are leaving behind, you are an example to them. I respect you and I wish you well. Lastly, Councilman Holley and I are continuing our toy giveaway. We did it last year with contributions from the rest of Council and different organizations. Last year we were able to provide toys for over 450 students. This year with different partnerships we hope to exceed those 450 students. Duane Wallace is shaking his head, he pledged about \$100.00 in toys over there and I know he will come through. But it is going to be December 23rd at the JFK Center in the lounge area outside of the banquet hall. Councilman Holley will be donning his Santa Clause suit again. So anybody who knows any kids, any students in elementary schools here in Willingboro bring them out. We will have toys, we will have music and we will have food and we are just going to have some fun. The time is from 7:00 – 9:00 P.M., and if anyone in here, I know a couple of the school board members pledged a gift, anyone in here that would like to donate toys we are asking that you go to “Five and Below” purchase a couple of toys from “Five and Below” and we are going to have a designated place at the JFK. I have to talk to Jill Cyrus about getting a designated place that they can be dropped off. Oh, and the Barbershops, “Kuttin Zone Barbershop”, “Accents” and “Salon Duo” and The Hair Spa. They have boxes along with a box at the Kennedy Center, there is also a box at the MUA if you want to drop toys off. Again, it is December 23rd from 7:00 – 9:00 P.M. Come out and have a good time, Merry Christmas everyone.

Councilwoman Jennings: Yes I do not have much to say this evening. I also want to congratulate the retirees and you have done a wonderful job and you will be sorely missed. I will miss seeing your faces, especially you, Ms. Diggs, with your even temperament, I congratulate you even tonight you have held it together. So, I just want to wish everyone a very Merry Christmas, I am going to say Merry Christmas because I believe that there is a reason for the season and I am not ashamed to say it. And we will see you next year. Thank you.

Councilman Holley: I have one comment that I want to make I guess this is directed at our Inspections department. There is Ms. Pitts, a resident who came to me with the issue in regards to a house that lives on her street some possible infestation and I believe that she

submitted a request to Inspections she did not speak up to that but as her representative I just want to ask one of you to follow up with her. I think she was looking for some feedback on the issue. Nevertheless I want to invite everybody out to the toy drive. As Councilman Walker stated, we were able to secure a lot of support from our Council, colleagues, the Willingboro Education Association, the Municipal Utilities Authority, Parks and Recreation Department and several other local businesses and organizations such as our fraternities and sororities here in town, as well as just donors including I do not want to leave out our incoming councilman. Councilman Nock has participated in the event as well. So I just wanted to put that out there and make sure everybody got their just due. Once again, I want to congratulate our three retirees Ms. Lightfoot, Ms. Diggs, and Mayor Campbell. It will be interesting in 2 weeks coming into the meeting and not seeing the three of your faces. Something I am going to have to get used to. But I wish you well. I wish you all the success and enjoyment on your future endeavors moving forward. Thank you.

Deputy Mayor Anderson: Good evening everyone. Since our last meeting, I had the opportunity to attend Mayor Campbell's retirement dinner and also the retirement dinner of Joanne and Barbara. Both events went very well. Those who participated, those who helped put it together, congratulations on a job well done. Monica headed up the retirement dinner for Joanne and Barbara, and did an outstanding job with the support she had and Ms. Sarah Wooding took the lead on the Mayor's. So I just want to say congratulations to you guys. On Sunday, I had the opportunity to get invited to the Willingboro Panthers Football Banquet where the Pee Wee and the Junior cheerleaders took first place this year. The 65 pounders won the 2015 Turkey Bowl, the 80 pounders, Varsity and JV won the 2015 South Jersey League Champions, and the Junior High took the 2015 South Jersey League Champions as well. Also, I had the opportunity to attend the Jingle Jam which was the Christmas Lighting Ceremony over at the Kennedy Center. It was the first time lighting a tree that is in the courtyard, it was a very good event put on by the Township Recreation Department and Ms. Jill Cyrus. Mr. Mayor, this is your last meeting but the last five years that I have had the opportunity to serve under you, to look up to you as a mentor, and just to have an opportunity to explore your leadership and to let you know that personally I learned from you and the relationship that we have is just not Council Member to Council Member but I consider you to be a friend. You have always been there and I just hope to expect that we can continue this relationship after you leave. So I just want to say congratulations to you on a job well done sir.

Mayor Campbell: Thank you.

Deputy Mayor Anderson: In regards to Ms. Kayla McIntosh in regards to how do you get involved as a citizen. If you come over to the Township Clerk's office, there are citizen action forms that you can fill out, select the committee that you want to participate on, and submit that form. That is how you get involved. So there will be a list of boards and commissions that you

can look at and review that may be of your interest. If you can do it tomorrow, because we are appointing people on January 1st at the Reorganization. The deadline is not tomorrow, but if you do it tomorrow, we can get you in on Reorganization to appoint you to a committee. Mrs. Benedetta, you mentioned there was an issue over in Rittenhouse Association where you felt it was not running properly. That is not a Council issue or a Willingboro Township issue. The association is a separate entity and they do have an attorney. So you would address it to their attorney. That is not an issue that we can resolve here.

Kayla McIntosh: That was not my question. My question is: When the association fails, (inaudible).

Deputy Mayor Anderson: You seek the attorney for the association.

Kayla McIntosh: They are not listening. That is the point, they are not listening.

Michael Armstrong: Ma'am if I may, that is a private entity.

Kayla McIntosh: I understand that. Do my taxes not come to Willingboro?

Michael Armstrong: Yes. But you are asking a question that we are trying to answer.

Kayla McIntosh: I understand that. You make it sound like they are (inaudible)

Michael Armstrong: I think that they are trying to answer it. You are trying to resolve it correct? You are saying there is a problem with the way this private entity is working. Correct?

Kayla McIntosh: What I am saying is that Rittenhouse is (inaudible) with an association.

Michael Armstrong: Right.

Kayla McIntosh: The association, I understand is a body of the people that are the members of the association. However, there is a government in place. Alright?

Michael Armstrong: It is not a government, but go ahead.

Kayla McIntosh: I am using the work government, but there are people in place. For instance, a few days ago, three weeks ago, the leaves, the leaves, the leaves, the leaves. We told the association, they do not respond. Does this Council oversee the association at all (inaudible).

Michael Armstrong: No. That is what we are trying to say to you. It is a private entity. That is why I say, respectfully, he is answering your question.

Kayla McIntosh: So if the government takes effect...

Michael Armstrong: Ma'am, you can give me every scenario you want, but it is private. I do not know what else to tell you.

Kayla McIntosh: Because it has happened to me.

Michael Armstrong: I understand what you are saying, but we are not at this point in this meeting right now. I do not know what else to tell you. The code enforcement officer is here tonight. He will tell you the same thing that I am trying to tell you. We are trying to give you the information that we think will help you. Because the type of structure of that government, what the young lady was saying to you is that they have procedures in place to challenge their forms of governing. So that is what you have to do. I would recommend you get a lawyer.

Kayla McIntosh: So what am I paying taxes to you for?

Michael Armstrong: I do not think you understand.

Mayor Campbell: The time is now for Council comments. If Council is finished comments we are going to go into executive session.

Deputy Mayor Anderson: I would just like to finish up my comments by saying happy holidays. Have a safe and happy holiday. Thank you.

Mayor Campbell: You are finished Deputy Mayor? The engineer wants to defend himself from having got bitten from the tail.

Wendell Bibbs: What I wanted to say, make a suggestion Mayor, and I know that we keep going around about this issue regarding Van Sciver Parkway as you Council are aware, I prepared a memorandum dated October 26, 2015 in detail every contract, every effort of work from every portion of work that was done on Van Sciver Parkway. I do not think it is appropriate at this time to go through the memo, I know Council has other things to do as far as executive session. But I would like to suggest that I give a copy of this memorandum to the Township Clerk who can share it with anybody who has questions. Because I sit here and try to explain what has happened on Van Sciver and without having to rehash and waste everybody's time it is here in writing. Is that fair enough Mr. Mayor? Thank you.

Mayor Campbell: Yes. You will not hear me again. I want to thank the citizens of Willingboro for placing me in this seat and like Mr. Walker said and others, we want you to do your job. You are up there, get your job done. Well, I want to tell you, I have been in this community 46 and one half years and I have done my very best to keep my job done. It may not please some of the people and I definitely know that it will not please all of the people, but I try. You have got the last chance at me tonight. Do not have to bother with me anymore. I will keep on trying. I came here to this community as a much younger fellow and I went right to work in this community trying to do the things that I saw that needed to be done. In 95% of the time I

have found that it is not the community, it is the people. If the people bother to do the things that they need to do as a citizen, it would be a wonderful community. You would find it that way if you decide to stop griping and get your hands dirty. It will not hurt. In the military we call people who pick up paper every morning with a nosedive stick. Well, I nosedive my yard and around the fence every morning. I still learned to do that in the military and I still think you are supposed to throw cigarette butts, you are supposed to field strip them, throw the paper in the trash can, and you are supposed to do the job that you are expected to do. If you are not working, be nosy and walk up and down the streets. I do that. Find out where there are problems. If you see them, bring them up to the Township Council or the Township Manager. That is the job of the Township Manager to take care of this town, not the Council. It is her job to make sure that the jobs are done all over the Township. Most people do not know that unfortunately, but that is the Township Manager's job. The ordinances that we operate under provides that we do not give our corrections or our commandments to the Township employees. We cannot do that. But we can go through the Township Manager when we see something that needs to be done and she will go to the employees. We do not run the town, the Township Manager does, but from some of the complaints that we have heard, you would think that we were really cheating our job completely, just not doing anything. That is not true. Come up here and sit down and wear the hat and then I can tell you what you are not doing. I know exactly what I am doing. I know what you guys hire me to do and I have done my very best to try to do that. Walk a mile in my shoes. That is all that I ask you to do. I thank you so much for keeping me and letting me try to do my best in this community. I thought it was a good community when I came here from Vietnam. Nobody was chasing me around up and down the hills and so forth. I decided to stay and I have done my best. I sometimes feel like half of you do not think that your best is good enough. Well it is the best I can do, I am sorry. I thank you for putting up with me. You have been a wonderful community. Just please do one thing for me, when you have a complaint, do not gripe to somebody else gripe to the Township Manager. If you know something needs to be fixed tell the truth about it do not tell the half-truth about it. I heard a lot of half-truths out here tonight. I sit here and I just listen and when people start ranting on and on what they are saying is only half true. But they never follow it up with the right person to see if that it got done. Now you have an Inspections department here. You can go straight to them or you can go right directly to the Township Manager which is best. It will square your problems away. I say again, God bless you. Thank you for putting up with a country boy.

(Applause from all)

Sarah Wooding: Excuse me I have an announcement before everybody leaves. There will be another meeting tomorrow at 6:00 P.M. There will be just as you saw this evening the presentation of the firm that was here talking about their process of looking for a manager. There will be two firms here tomorrow at 6:00 P.M. doing the same thing.

Eddie Campbell, Jr.
Eddie Campbell, Jr., Mayor

Attest:

Sarah Wooding, RMC
Sarah Wooding, RMC
Township Clerk