

The regular meeting of the Town Council of the Town of Newton was held in person and via Zoom on the above date at 7:00pm. Present were Mr. Dickson, Mrs. Diglio, Mrs. Le Frois, Mayor Teets, Teresa A. Oswin, Municipal Clerk, and Thomas S. Russo, Jr., Town Manager. Monica B. Miebach, CFO and Eric Bernstein, Esq., Town Attorney were also present. Mr. Couce was excused.

Mayor Teets led the Pledge of Allegiance to the flag and the Clerk called the roll.

Mayor Teets then made the following declaration "in accordance with the Open Public Meetings Act, notice of this Regular meeting was given to the two newspapers of record and posted on the official bulletin board on January 6, 2023."

APPROVAL OF MINUTES

Upon motion by Mrs. Diglio, seconded by Mrs. Le Frois and all those present voting yes, the minutes for the September 25, 2023 regular meeting were approved as presented.

OPEN TO THE PUBLIC

At this time, Mayor Teets read the following statement:

"At this point in the meeting, the Town Council welcomes comments from any member of the public on any topic. To help facilitate an orderly meeting and to permit the opportunity for anyone who wishes to be heard, speakers are asked to take one turn at the microphone and please limit their comments to 3 minutes. The Municipal Clerk will keep time. If reading from a prepared statement, please provide a copy and email a copy to the Clerk's Office after making your comments so it may be properly reflected in the minutes. Council may choose to comment after the entire public portion has concluded. Please identify yourself and spell your last name."

Mayor Teets opened the meeting to the public.

There being no one from the public to be heard in-person or on Zoom, Mayor Teets closed the meeting to the public.

COUNCIL & MANAGER REPORTS

Town Manager Russo – stated he had one proclamation for the Mayor to present. At this time Mayor Teets called forward Ariel Franzone and presented her with the following proclamation.

Office of the Mayor

Newton, New Jersey

Proclamation

Dyslexia Awareness Month

October 2023

Whereas, dyslexia is a language-based learning ability that causes difficulties with reading, writing, spelling, and word pronunciation; and

Whereas, the onset and severity of dyslexia varies for each individual; and

Whereas, because it takes individuals with dyslexia longer to process phonemic information, the disability directly affects academic growth, achievement, and self-esteem; and

Whereas, it is important to provide effective teaching approaches and related clinical educational intervention strategies for individuals with dyslexia; and

Whereas, Dyslexia Awareness Month is an opportunity to acknowledge educators specializing in effective teaching strategies, and to celebrate the many achievements of adolescents, students, and adults with dyslexia;

NOW, THEREFORE BE IT RESOLVED, that the Town Council of the Town of Newton does hereby proclaim the month of **October 2023** to be **DYSLEXIA AWARENESS MONTH** in the Town of Newton.

*In witness whereof I have hereunto set my
Hand and caused this seal to be affixed.*

/s/ Michelle J. Teets

Attest: /s/ Teresa A. Oswin

Date: October 11, 2023

"Mrs. Linda McDougall-Leenstra read the following statement: Good evening, ladies and gentlemen of the Council. My name is Linda McDougal-Leenstra, founder of Special Needs NJ in Andover. I am a special education advocate/IEP coach/parent coach, and tutor.

I want to thank you for making this official proclamation for Dyslexia Awareness Month and for this opportunity to speak with you tonight.

I am here tonight to introduce you to an amazing young member of your community, Ms. Ariel Franzone.

First, I would like to give you a little of her background story that ultimately has brought us here today and why this momentous occasion is so special.

I met Ariel when her parents, with nowhere else to turn, contacted me, (an educational advocate) for help because she was struggling in school.

You see Ariel is differently abled. She lives with dyslexia, dyscalculia, dysgraphia dyspraxia ADHD and processing disorders. What does this mean? Simply put, Ariel learns differently. In a few moments, Ariel will explain fruitfully how these challenges affect her.

When in grammar school Ariel and her parents were told that she had "plateaued" in her ability to learn, that she would not achieve beyond her present level, which was not yet at third grade. In perspective, a fifth grade reading level is considered to be the minimum level one needs to function independently in day-to-day life activities. One in five people have some level of dyslexia. Presently there are over 60% of the students in the United states are not reading at grade level.

Through a great deal of advocacy, we were able to educate the school personnel that through specialized programs, and scientifically proven techniques of instruction, students with challenges like Ariels could indeed be very successful.

Ariel received inappropriate Individualized Education Plan (IEP), that included the Orton Gillingham approach to reading instruction, which is a direct, explicit, multisensory, structured, sequential, diagnostic, and prescriptive way to teach literacy when reading,

writing, and spelling does not come easily to individuals, and best serves students with dyslexia. It is, at this time, the most evidenced based instruction proven to work.

When Ariel, through many hours of hard work after school tutoring, tears and frustrations, was able to read, her life took off! She has been an active member in the Girl Scouts, school chorus, soccer, bowling, golf, and now Co-captain of the very successful robotics team. She has been an active member in the Town's Pass It Along organization, just to name a few.

Since then, Ariel has excelled in her studies tremendously!

To the point of being inducted into the National Honor Society of Newton High School. An organization that recognizes excellence in academics, promotes leadership, desires models of good character, and involvement in community.

By requesting this proclamation be made by the Town of Newton, Ariel is doing just that through her Girl Scout Gold Project for Dyslexia Awareness.

I look forward to returning in the very near future upon completion of her project to see Ariel receive her public citation in recognition of services to the community of Newton, NJ.

Please now let me introduce you to Ariel 's Gold Project advisor, former teacher, and mentor; here to tell you more about the Girl Scouts of America Gold Award is Karen Mitchell.”

“Good evening, my name is Karen Mitchell, and I was chosen by Ariel to be her advisor in her journey to completing the necessary requirements for the Girl Scout Gold Award. This award is an equivalent to the Boy Scouts Eagle Scout Award. Applicants must be a senior in high school and think of a project that would have a lasting benefit to the community in which they live. Ariel had to work a minimum of 80 hours to plan and complete her chosen project. She had to present a proposal at the beginning which had to be accepted and then approved at its completion by the New Jersey Girl Scouts Council. They in turn look at all she did to make it a benefit to the community and decide if she would be awarded with the Gold Award. To give you a little background to the type of person Ariel is and how she navigates the world so she can adapt and be successful, I would like to explain some of our journey together as teacher and student. Now I know this presentation is supposed to be 15 minutes long, but in order for you to understand why Ariel chose this project, you need to understand what it took for her to complete it.

You see our story began when Ariel was in first grade. She was a student in my reading and Language Arts class. Here she struggled to read and spell words, the letters would get all jumbled together when she read from a book. She would reverse letters and make up new words in her class and homework assignments. When she completely spelled her whole name backwards, we knew there was a problem. For math she was in an in-class support class, where a special education teacher came in to the general education class and helped the students as well as other classmates to learn the on- level math needed for first grade. Ariel was better with math and only reversed certain numbers. As the years continued for Ariel, she learned tools and strategies she could use to help make reading and writing not so hard. Unfortunately, there were other obstacles in her way and one of them was seen when she would play on the playground for recess. She would try to play kickball, basketball, or just run around only to be bullied and told that she could not play with her classmates because she was slower or could not kick the ball straight or dribble the basketball. I could tell by her face she was disappointed, but she would not let her classmates know it. She took that frustration home with her because she so much wanted to be like all the other kids in school. The bullying did not stop at the playground, but it came into the school building as well. I would have lunch with Ariel at our own

table so we could talk and figure out ways for her to deal with it without adults getting involved. Before we knew it our private table turned into a twenty-person group. We talked about their families, what they liked and did not like to eat or do, sports they played, and music they liked. Soon these classmates heard what Ariel liked and disliked and started to include her more and understood her needs. They no longer bullied her but included her. At this point in her life she is playing recreational soccer and was a Daisy then Brownie in Girl Scouts.

Fast forward to 4th and 5th grades, Ariel is still in my reading and language arts resources room, and I give her class a writing assignment. They need to write about something in Merriam Avenue School that needs to be fixed and why. Ariel decides to write about the staircases. I asked her what was wrong with the staircases, and she said she cannot see where the stairs are! I was confused and asked her to show me what she meant. She took me to the staircase and said see you cannot see where the stairs are. Sure enough, if you looked down on them you could not tell because the hallways, stairways, and landings all had the same exact tile. It looked like one big ramp. So, Ariel went to work writing about the staircases. Not just in her handwriting but also typing it on the computer. Ariel did not enjoy typing on the computer because of her spelling, writing and manipulating the mouse. In her essay Ariel included how scared she was to go down the steps. She would hold on to the handrail for dear life and hope she would not fall. You see she had a depth perception issue too. Ariel spent many days writing and typing this essay, you see she had issues getting her ideas written down on paper. All the words jumbled together inside her brain, and she needed help putting it in order to make sense to someone who does not have a disability. Once completed, I took her essay to my principal, and he read it. That afternoon the custodians were putting non scuff caution tape at the end of every step on three staircases. Soon Ariel found out she was not alone when going down the stairs, people, students and teachers thanked her for writing her essay. With all of that in mind, Ariel graduates and goes off to Halsted where there are a lot of stairs, but no issues there, they have different color ends on their stairs. While in Halsted she is now participating in soccer, Girl Scouts, and school basketball. Remember in the first grade she could not dribble the ball. She gets through Halsted and is now at the high school. Her issues with reading and writing continue but she gains more and more tools and strategies to help her. She decides in her four years there that she is going to participate in school soccer, bowling and golf. She still continued her girl scouting and to top it all off she joined the robotics team. Here she is the encoder!! She makes the robot on the computer without her there is no robot.

So, to bring my story to an end we remember all the obstacles Ariel had to endure for many years and is still even in her daily life. She is here to tell you why all that hard work paid off."

"Hi I am Ariel. I want to thank Ms. Linda Leenstra, my advocate and Ms. Karen Mitchell, my mentor, and the Town of Newton for their continued support. I have chosen for my Girl Scout Gold Project to bring awareness not only about dyslexia but other learning challenges to students, parents, and educators, so others do not have to struggle like I do in school and with everyday life.

I am 17 years old, a senior in Newton High School and proud to live in the Town of Newton. I live with dyslexia, dyscalculia, dysgraphia, dyspraxia, ADHD, and a processing disorder. Where some have one or two of these challenges, I am special. I have them all. They are my superpowers! In simple terms, with dyslexia, I have a hard time reading books. This means I am an auditory learner. So, I listen to books on audio. Dyscalculia is where I switch numbers around. Dysgraphia is where I write letters backwards. Dyspraxia means I have a hard time with coordination and movements. And lastly, a processing disorder means I am not always understanding or processing what is being said or asked and sometimes am unable to respond quickly.

To help the students in the Newton school district I am trying to provide resources and tools to make their lives less stressful. I hope these resources will help students overcome and not have to struggle the way I did in school academics and with daily life skills. Such as trying to walk to school in a non-busing district while being unable to read street signs. I want students to know it is OK to learn differently, and that not everyone learns the same way. And that is OK! If I can help one student not be bullied, frustrated, or feel the need to keep their fears inside, then I will have accomplished my goal. Once again, I would like to thank the Town of Newton for their time and support for honoring me and my journey, and by joining my team with this dedicated proclamation naming October Dyslexia Awareness Month. Thank you. I would like to now present each of you with the official dyslexia awareness team uniform!"

The Mayor stated they will take a brief break for pictures.

BREAK – 5 minutes.

Councilman Dickson – thanked Ariel for coming I know it takes a lot of courage to come up here and speak in front of everybody, you did a great job. I want to thank everybody else who came to support her and share her story. Your story was very moving to listen to. We are happy to be able to support Ariel's efforts. He also wanted to comment on the mural dedication this past week, it exceeded expectations with how it came out.

Councilwoman Diglio – I couldn't be prouder of you. Having a son with dyslexia and another son with multiple learning disabilities, I understand the struggle you had, and it brings tears to my eyes. Thank you to both parents for staying by her side and never giving up and to her mentor and teachers.

Councilwoman Le Frois – thanked Ariel for being here and for her strength and courage. Ariel mentioned it being the first time publicly speaking and to come before the Governing Body which everybody thinks so scary just showed everyone that when you are passionate about an issue it doesn't matter, you are going to go talk to whomever, whoever, and wherever to raise awareness. That is so important, and at 17 with all of your accomplishments, we are just so proud of you and the education that you and your team provided tonight. I think on some level we all have a level of awareness, but she did not realize the one in five numbers. She did not realize the depth perception issues that kind of go along with dyslexia. Most people just think about the reading and the issues that come with that. She has a dear friend that has a daughter, and they were able to identify her dyslexia and issues early and get the support she needed. it doesn't happen without an army and the right people surrounding you, Linda, Karen, and your parents recognizing early and getting you the support and services that you need. People talk about making a difference and making the world a better place and Ariel is doing that in fact she's brought community to her school with other people who have similar learning abilities and already made a change in the facilities and the structures. That's huge! Congratulations on your Gold Award. She has no doubt that Ariel has so much more ahead of her, and she would be on your team any day. Ariel has not let the issues define who she is. She has accomplished so much and has so much more ahead of her. She thanked Ariel for her strength, courage, and determination with all the work she's done and wishes her the best of luck!

The only other things she wanted to mention were the mural and then of course the Fall Festival. It was beautiful this weekend and just want to thank everybody that was part of it and the antique car show was well attended.

Deputy Mayor Couce – excused.

Mayor Teets – told Ariel she was a rock star! What she has overcome most people in a lifetime cannot. She looks at her husband and is actually sad in that he is a heck of a lot older and the school system back when he was going through grammar school at the Newton schools were not really aware of things. He had a stutter, and so he did not overcome that until he was able to do that on his own during high school. So, I am so thankful that you have advocates and people fighting for your learning plan. You are going into the school systems now and you are publicly appearing and telling people hey, this is a problem, and it needs to be addressed. They are listening to you, Ariel. What you accomplished so far in your life is just the beginning, and we wish you nothing but great success! I had a bad day today at work, but it is nothing compared to what you go through on a daily basis. You are on the golf team; how does that work? You talk about reversing numbers and letters with dyslexia, and the fact that you are like the coder for the robotics team, they just seem opposites. You are doing it and awesome. God bless you and thank you for letting us be a part of your journey, we truly appreciate it.

Mr. Russo stated before the ordinances he has two items. First, he wanted to thank Caren Olmsted and all the volunteers for their support during the mural project. It was a great dedication, and it will be something the community can enjoy for many years to come. He thanked the DPW, PD, Kimberly, Chamber Staff, and volunteers for the Fall Festival. He thanked the Wienermobile for coming and the Seton Hall Pirate. Everybody had a good time.

He thanked Ariel and her family and friends, along with her mentors and her support system. He dealt with different bullying growing up in elementary school and wrote a book about it. He understands the challenges that an individual faces when they are ostracized or they are treated differently in their formative years, so he gives her a lot of credit for pushing through. Her story is very powerful. So, what he would tell her is to tell her story and tell it often. People need to hear about perseverance and the ability to change their circumstances. We talked about the projects, the mural, and all the fun things we do here, but it is people like Ariel that make Newton special. So, as much as we talk about murals, festivals, and parades, they are fun and they are great and they put Newton on the map, but it's people like Ariel that really make the difference. The two words that popped into my head when she was sitting there, because I was watching your body language when your mentors were speaking, were beautiful soul. I see that you have a wonderful soul and that you have many years ahead of you of inspiring other people so please remember that. Thank you.

UNFINISHED BUSINESS – None.

ORDINANCES

Mayor Teets read aloud the following Ordinance relative to final adoption.

ORDINANCE 2023-24

AN ORDINANCE TO AMEND, REVISE, AND SUPPLEMENT CHAPTER 25 OF THE TOWN OF NEWTON CODE, ENTITLED "PERSONNEL" BY REPEALING THE EXISTING CHAPTER 25 AND REPLACING SAME WITH A NEW CHAPTER 25, ENTITLED "PERSONNEL"

WHEREAS, the Town Council of the Town of Newton (the "Council") desires to amend, revise, and supplement the language of the Code of the Town of Newton ("Town"), as to Chapter 25 entitled "Personnel"; and

WHEREAS, the Council hereby finds and declares that it is in the best interest of the Town and its residents to repeal the existing Chapter 25 of the Town Code and amend, revise, and supplement the language of the Town's Code for a new Chapter 25, and adopts the amendments, revisions, and supplements to same;

NOW, THEREFORE BE IT ORDAINED, by the Town Council of the Town of Newton, County of Sussex, State of New Jersey as follows:

Section 1. The current provisions of Chapter 25 of the Newton Town Code are hereby repealed in their entirety effective upon the full adoption and publication of this Ordinance.

Section 2. A new Chapter 25 of the Town Code of the Town of Newton, County of Sussex, State of New Jersey, shall again be entitled *Personnel* and is hereby amended, revised, and supplemented as follows:

§ 25-1 Employee Personnel Guide.

A Policy Manual, referred to as the "Town of Newton Personnel Policies and Procedures Manual and Employee Handbook ("Handbook")" of the Town of Newton has been generated as a guide for employees, volunteers, and elected officials of the Town of Newton. The Handbook is subject to amendments, changes, interpretations, and supplementations by the Mayor and Council, as shall be made in the best interests of all concerned. Changes to said Handbook will be forwarded to all applicable Parties upon adoption by the Council. The administration of the Handbook is the responsibility of the Town Manager and Department Heads. In all sections that are in conflict with union contracts, the union contracts shall take precedence and be binding upon the union members and the conflicting sections shall be inapplicable for the affected union members. The purpose of the Handbook shall be:

- A) To provide all employees with the proper supervision, instructions, and the best possible working conditions, so they may render the best possible service.
- B) To make the best possible use of employees' skills and abilities.
- C) To consider qualified Town employees first when there is an opportunity for advancement, in accordance with New Jersey Civil Service Commission policies and procedures.
- D) To treat every employee with respect and consideration.
- E) To expect all employees to consistently perform to the best of their ability in the areas of:

Job Knowledge, Fiscal Responsibility, Communication, Productivity, Teamwork, Dependability, Accountability, Leadership, Creativity, and Customer Service, while conducting themselves appropriately and treating others with courtesy and respect.

- F) To impress upon all employees that, at all times, they are serving the taxpayers and citizens of the Town of Newton and must therefore provide exceptional customer service, both internally and externally.

§ 25-2 Equal Employment Opportunities.

- A. It is the policy of the Town to ensure equal opportunity for all persons, regardless of race, color, creed, religion, national origin, ancestry, political affiliation, age, marital status, sex, affectional and/or sexual orientation, or physical or mental disability that does not interfere with the ability to do the work required, or liability for service in the armed forces of the United States.
- B. Age or sex shall be a factor for employment only where there are bona fide occupational qualifications as provided by law.
- C. In addition, it is the intent of the Town to comply with the provisions of Subtitle A of Title II of the Americans with Disabilities Act of 1990, where and if applicable.
- D. The Policy herein established herein shall be applied to all employment practices, such as recruitment, selection, appointment, placement, promotion, demotion, transfer, training, salaries and wages, benefits, working conditions, reductions in force, recalls, disciplinary and dismissal actions, job performance evaluations and the utilization, accessibility, and accommodation to all municipal buildings and facilities within the Town.
- E. The Town Manager or designee is the Town's affirmative action public agency compliance officer and equal employment opportunity officer (PACO/EEOC), who will receive any complaints of alleged discrimination from contractors, employees, and/or applicants, respectively. Upon receipt of a complaint, the Town Manager or designee shall immediately meet with the appropriate Department Head concerning the nature and content of the complaint. It is the responsibility of the PACO/EEOC officer to investigate the validity of an alleged complaint and to prepare a report of findings and determination, to be reviewed by the Mayor and Town Council for appropriate action, if deemed necessary. If the Town Manager is the focus of the complaint, the Town Council of the Town of Newton shall, as a board, function as the PACO/EEOC officer.

[Formally referred to as §25-3]

§ 25-3 Salary Plan.

The minimum and maximum salary for each full-time and part-time position is established by ordinance. All annual salary increments must be approved by resolution of the Town Council, after recommendation by the Town Manager.

Any officer or employee of the Town of Newton who is at any time receiving less than the maximum compensation or salary as hereinabove provided may be given a single increment of salary increase during the calendar year by the Town Manager at his discretion.

The Town Manager of the Town of Newton may hire any new employee at any hourly or annual rate between the minimum and maximum salary provided for such office or position.

[Formally referred to as §25-12]

§ 25-4 Pay Period.

All personnel shall be paid biweekly on Thursdays, or the closest day thereto, if said payday falls on a holiday. All payments shall be made by direct deposit or check, accompanied by a check stub which shows detailed deductions from employee wages.

[Formally referred to as §25-13]

§ 25-5 **Holidays.**

A. All full-time permanent personnel are granted fifteen (15) paid holidays annually. These holidays are as follows:

- New Year's Day
- Dr. Martin Luther King, Jr. Day (Obs.)
- Presidents' Day
- Good Friday
- Memorial Day (Obs.)
- Juneteenth (Federal Holiday)
- Independence Day
- Labor Day
- Columbus Day (Obs.)
- November General Election Day
- Veterans' Day
- Thanksgiving Day
- Day After Thanksgiving Day
- Christmas Eve
- Christmas Day

B. If a holiday falls on a Saturday or Sunday, it shall be observed on either the preceding Friday or the following Monday. The Monday Holiday Law shall also be observed for those holidays so designated.

C. In the event an official holiday is observed during an employee's vacation, the employee shall be entitled to an additional vacation day and should an official holiday occur while an employee is on sick leave, the employee shall not have the holiday charged against the employee's sick leave.

[Formally referred to as §25-18]

§ 25-6 **General Leave.**

The Town Manager may grant an employee a leave of absence without pay for a period of up to thirty (30) calendar days. The Town Manager and Town Council must both approve a leave of absence for any longer period of time. A leave of absence longer than twelve (12) months must be approved by the New Jersey Civil Service Commission. The appropriate leave request form may be found in the Handbook.

§ 25-7 **Longevity Pay.**

In addition to designated salary or hourly wages, all full-time permanent non-union employees hired before January 1, 2002 may be eligible for additional longevity pay at the following rates:

| <u>Amount Equal To:</u> | <u>Total Cumulative Service w/ Town of Newton:</u> |
|-------------------------|--|
| Two (2%) percent | Five (5) years |
| Four (4%) percent | Ten (10) years |
| Six (6%) percent | Fifteen (15) years |
| Eight (8%) percent | Twenty (20) years |
| Ten (10%) percent | Twenty-Five (25) years |

This pay is to be effective the first (1st) pay on or near January 1st or the first (1st) pay on or near July 1st following the anniversary date of employment. The following exceptions apply to full-time permanent employees by work areas:

- Non-union employees hired after January 1, 2002 are not eligible for longevity pay.
- Longevity pay guidelines for union members are governed by the terms and conditions of their respective contracts.

[Formally referred to as §25-16]

§ 25-8 Vacation Leave.

A. In the first (1st) year of employment, a permanent full-time employee shall be entitled to one (1) day of vacation leave for each month of employment commencing the first (1st) of the month following their date of hire. A vacation day is equal to the number of hours an employee works on a normal work day. The number of years of service is based on the current year minus the hire date year. The vacation schedule below will be used in determining the number of vacation hours each calendar year (unless provided in separate collective bargaining agreements or individual employment contracts):

| Years of Service w/Town of Newton | Amount of Vacation Time |
|--|--------------------------------|
| 1 month to completion of 5 th year | 1 day per month (12 days) |
| 6 th year to completion of 10 th year | 1 1/4 days per month (15 days) |
| 11 th year to completion of 15 th year | 1 1/2 days per month (18 days) |
| Over 15 years | 1 3/4 days per month (21 days) |

B. Each vacation day is based on the number of hours an employee works during a normal workday. Employees are encouraged to take vacation during the calendar year in which it is earned. Vacation time shall not be accumulated for more than is earned in the current and preceding calendar year. No one can borrow vacation time from the year following the current calendar year.

C. Vacation time, as earned, may be taken at the convenience of the departmental work schedule and with the approval of the Department Head and Town Manager. Employees must submit a Request for Leave Form to their supervisor at least five (5) business days in advance. The Department Head will then submit same to the Town Manager for approval. In case of emergency, the five (5) business day advance notice may be waived by the Town Manager. Every effort will be made by Department Heads to review time off requests in a timely fashion.

D. An employee may not use more than ten (10) consecutive vacation days (the total does not include weekends) without written approval from the employee's Department Head and the Town Manager.

E. Any full-time employee who terminates their employment while having unused vacation days, and who is in good standing as per the Town Manager, will be paid for all unused and accrued vacation leave time. Vacation pay will be calculated using the employee's base hourly rate (which does not include longevity payments, education payments, or stipends, etc.). If an employee terminates their employment and has used more vacation time than they have earned up to the date of the employee's termination of employment, an amount of money equal to the employee's daily rate of pay, multiplied by the number of vacation days used in excess of earned vacation time, will be deducted from the employee's final pay.

[Formally referred to as §25-37]

§ 25-9 Personal Days.

All full-time employees may take up to three (3) personal days each calendar year based on their normal workday hours not to exceed ten (10) hours per day. These days will be charged against accumulated sick leave. They cannot be accumulated year to year; however, any unused personal hours may be carried over into sick leave not to exceed three (3) days. These three (3) personal days are considered a part of an employee's accumulated sick leave, not in addition to same.

[Formally referred to as §25-38]

§ 25-10 Group Health Insurance.

After three (3) months of full-time employment (unless provided for by a separate contractual agreement), any new employee working a minimum of thirty (30) hours per week becomes eligible for the following coverage through the North Jersey Municipal Employee Benefits Fund (NJMEBF):

1. Hospitalization
2. Medical/Surgical
3. Major Medical which includes a Prescription Plan
4. Dental
5. Vision (not through NJMEBF)

Elected officials, serving as Council members as of December 31, 2013, shall be entitled to maintain their insurance benefits, at the same coverage as of December 31, 2013, subject to the contribution requirements of Chapter 78, P.L. 2011. All officials newly elected to the office after December 31, 2013 shall not be entitled to any insurance coverage from the Town.

This coverage includes Employee (single), Employee and Spouse/Partner or Parent/Child(ren), and/or Family (Employee/Spouse/Partner & Child(ren)). The Town shall pay the cost of insurance coverage for the employee and their eligible dependents subject to the employee contribution requirements of Chapter 78, P.L. 2011.

Chapter 78, P.L. 2011 impacts healthcare plans and employee contributions towards same. Therefore, all employees not covered by an existing collective bargaining agreement or individual contract are required to contribute a percentage (%) of their health care premium or one and one-half (1.5%) percent of pensionable base salary, whichever is greater.

At no time will an employee pay less than the one and one-half (1.5%) percent of pensionable base salary for health benefits. But in no event will the employee be required to pay the percentage (%) of the premium plus one and one-half (1.5%) percent of their pensionable base salary.

Full-time non-union employees hired after January 1, 2016, or current part-time non-union employees who become full-time after January 1, 2016, are required to take the lowest cost base medical plan plus pay the appropriate Chapter 78, P.L. 2011 costs. If a full-time non-union employee hired after January 1, 2016, or current part-time non-union employee who becomes full-time after January 1, 2016, elects a more expensive medical plan than the base medical plan, the employee shall be responsible for one hundred (100%) percent of the additional premium cost in addition to the required Chapter 78, P.L. 2011 contribution.

By way of Town Resolution 101-2022, the maximum Chapter 78 contribution rate for all non-union staff and applicable retirees from a non-union position shall be set at twenty-five (25%) percent regardless of employee's salary level, the retiree's monthly retirement allowance level, or the type of insurance coverage.

For current staff and retirees covered by a collective negotiations agreement, changes to current staff and retiree contributions towards health care coverage shall be referenced in the applicable collective negotiations agreements.

The amount paid by employees and retirees towards health care contributions in the future is subject to legislative modification by the State of New Jersey. For further details on benefits, please contact the Human Resources Director.

[Formally referred to as §25-41]

§ 25-11 Cafeteria Plan.

The Town Council has adopted a "Cafeteria Plan" within the meaning of Section 125 of the Internal Revenue Code of 1986, as amended, which shall be known as the "Town of Newton Employees' Cafeteria Plan." The benefits which an employee elects to receive under the plan will be includable or excludable from the employee's income under Section 125(a) and other applicable sections of the Internal Revenue Code of 1986, as amended.

[Formally referred to as §25-39]

Section 3. Severability.

If any portion of this Ordinance shall be deemed invalid by any court of competent jurisdiction, the remainder shall survive in full force and effect.

Section 4. Repealer.

All ordinances and parts of ordinances or resolutions inconsistent with this Ordinance are hereby repealed.

Section 5. When Effective.

This Ordinance shall be effective immediately upon adoption and publication in accordance with law.

Mayor Teets opened the meeting to the public.

There being no one from the public to be heard, the Mayor closed the meeting to the public.

The aforementioned **ORDINANCE** was offered by Mrs. Le Frois who moved its adoption, seconded by Mr. Dickson, and roll call resulted as follows:

| | | | |
|--------------------|-------------|---------------|-----|
| Deputy Mayor Couce | Excused | Mr. Dickson | Yes |
| Mrs. Diglio | Yes | Mrs. Le Frois | Yes |
| | Mayor Teets | Yes | |

Mayor Teets read aloud the following Ordinance relative to final adoption.

ORDINANCE 2023-25

AN ORDINANCE AMENDING AND REVISING CHAPTER 307 ENTITLED, "VEHICLES & TRAFFIC", SECTION 307-48, ENTITLED "SCHEDULE I: NO PARKING" SUBSECTION (A) OF THE CODE OF THE TOWN OF NEWTON TO PROHIBIT PARKING ON CERTAIN PORTIONS OF MORAN STREET

WHEREAS, the Town Engineer, Harold E. Pellow, has reviewed the existing parking conditions on Moran Street; and

WHEREAS, a new public mural has been placed at Moran Street by the Town of Newton, and the Town Engineer has recommended the Town Code be revised to prohibit parking on a portion of the west side of Moran Street from Spring Street to Trinity Street; and

WHEREAS, the Newton Department of Public Works shall paint said portion of Moran Street in order to clearly delineate the no parking portion of Moran Street;

NOW, THEREFORE BE IT ORDAINED, by the Town Council of the Town of Newton as follows:

Section 1. Newton Town Code Section 307-48(A), Schedule I: No Parking., shall be amended and revised by the addition of the following:

| <u>Name of Street</u> | <u>Sides</u> | <u>Location</u> |
|-----------------------|--------------------------|--|
| Moran Street | West (Public Mural Side) | From Spring Street to a point 80 feet towards Trinity Street |

Section 2. Severability. If any provision of this Ordinance or the application of this Ordinance to any person or circumstances is held invalid, the remainder of this Ordinance shall not be affected and shall remain in full force and effect.

Section 3. Repealer. All ordinances or parts of ordinances or resolutions that are inconsistent or in opposition to the provisions of this Ordinance are hereby repealed in their entirety.

Section 4. Effective Date. This Ordinance will take effect after publication and passage according to law.

Mayor Teets opened the meeting to the public.

There being no one from the public to be heard, the Mayor closed the meeting to the public.

The aforementioned **ORDINANCE** was offered by Mrs. Diglio who moved its adoption, seconded by Mr. Dickson, and roll call resulted as follows:

| | | | |
|--------------------|-------------|---------------|-----|
| Deputy Mayor Couce | Excused | Mr. Dickson | Yes |
| Mrs. Diglio | Yes | Mrs. Le Frois | Yes |
| | Mayor Teets | Yes | |

Mayor Teets read aloud the following Ordinance relative to Introduction.

ORDINANCE 2023-26

AN ORDINANCE PROVIDING FUNDING FOR RECREATIONAL PARK IMPROVEMENTS FOR THE TOWN OF NEWTON AND APPROPRIATING \$25,759.97 FOR SUCH PURPOSE

The aforementioned **ORDINANCE** was offered by Mrs. Le Frois who moved its introduction, seconded by Mrs. Diglio, and roll call resulted as follows:

| | | | |
|--------------------|-------------|---------------|-----|
| Deputy Mayor Couce | Excused | Mr. Dickson | Yes |
| Mrs. Diglio | Yes | Mrs. Le Frois | Yes |
| | Mayor Teets | Yes | |

BE IT RESOLVED by the Town Council of the Town of Newton that the above Ordinance be introduced for the first reading, with a hearing on the same to be held on Monday, November 13, 2023 at 7:00 pm.

Mayor Teets read aloud the following Ordinance relative to Introduction.

ORDINANCE 2023-27

AN ORDINANCE PROVIDING FUNDING FOR VARIOUS WATER/SEWER IMPROVEMENTS FOR THE TOWN OF NEWTON AND APPROPRIATING \$247,300 FOR SUCH PURPOSE

The aforementioned **ORDINANCE** was offered by Mr. Dickson who moved its introduction, seconded by Mrs. Diglio, and roll call resulted as follows:

| | | | |
|--------------------|-------------|---------------|-----|
| Deputy Mayor Couce | Excused | Mr. Dickson | Yes |
| Mrs. Diglio | Yes | Mrs. Le Frois | Yes |
| | Mayor Teets | Yes | |

BE IT RESOLVED by the Town Council of the Town of Newton that the above Ordinance be introduced for the first reading, with a hearing on the same to be held on Monday, November 13, 2023 at 7:00 pm.

CONSENT AGENDA

Mayor Teets read the following statement:

"All items listed with an asterisk () are considered to be routine and non-controversial by the Town Council and will be approved by one motion. There will be no separate discussion of these items unless a Council member so requests, in which case the item will be removed from the Consent Agenda and considered in its normal sequence on the Agenda."*

Mr. Russo then reviewed the consent agenda items.

RESOLUTION #225-2023*

"Authorizing Award of Bid #7-2023 for the Purchase of Watermain and Sanitary Sewer Pipes and Fittings to Capitol Supply"

WHEREAS, a need exists for a bid for the project known as BID #7-2023, Purchase of Watermain and Sanitary Sewer Pipes and Fittings; and

WHEREAS, the Town advertised and received bids in a fair and open manner consistent with N.J.S.A. 19:44A-20.5 and N.J.S.A. 40A:11-1 et. Seq.; and

WHEREAS, the Town received three (3) bids on September 27, 2023 to wit:

| NAME OF BIDDER | Ferguson Enterprises | Planet Cellular | Capitol Supply |
|------------------|----------------------|-----------------|----------------|
| TOTAL BID | \$220,813.29 | \$274,947.54 | \$206,849.47 |

WHEREAS, Capitol Supply, 149 Old Turnpike Rd., Wayne, N.J. 07470, was determined to be the lowest responsible bidder in accordance with N.J.S.A.40A:11-4a with a bid of \$206,849.47; and

WHEREAS, the Chief Financial Officer certifies funding in the amount of \$206,849.47 is available from:

Ordinance 2023-14. New Hampshire Street Water Sewer Improvements. Account #6192314.

NOW, THEREFORE BE IT RESOLVED by the Town Council of the Town of Newton, County of Sussex, State of New Jersey, as follows:

1. The Town Council of the Town of Newton hereby awards "BID #7-2023, Purchase of Watermain and Sanitary Sewer Pipes and Fittings", to Capitol Supply, 149 Old Turnpike Rd., Wayne, N.J. 07470, with a bid of \$206,849.47.

The Mayor and Town Manager are authorized to execute contracts with Capitol Supply, 149 Old Turnpike Rd., Wayne, N.J. 07470, consistent with all the tenets as contained within “BID #7-2023, Purchase of Watermain and Sanitary Sewer Pipes and Fittings”.

RESOLUTION #226-2023*

“Resolution to Cancel a Water Sewer Capital Appropriation”

WHEREAS, Ordinance #2022-12 has an appropriation balance of \$20,230.75 left on the Morris Lake Fence line, which has been successfully completed; and

WHEREAS, there have been no more needed expenditures against this line in Ordinance 2022-12, therefore \$20,230.75 may be credited back to the Reserve for Morris Lake Fence;

NOW, THEREFORE BE IT RESOLVED, by a majority of the full membership of the Town Council of the Town of Newton that the following unexpended and dedicated balance of the Water Sewer Capital appropriations totaling \$20,230.75 is cancelled:

| Ordinance Number | Date Auth. | Project Description | Amount Cancelled Funded |
|-------------------------|-------------------|----------------------------|--------------------------------|
| 2022-12 | 5-23-22 | Morris Lake Fence | \$20,230.75 |

RESOLUTION #227-2023*

“Resolution to Cancel \$26,843.20 from the Water Sewer Utility Reserve for Fences to Fund Balance”

WHEREAS, there exists a balance in the Water Sewer Utility Fund – Reserve for Morris Lake Fence of \$20,231.20 and Reserve for Sewer Treatment Plant (STP) Fence of \$6,612.00 which are no longer needed; and

WHEREAS, per Ordinance 2022-12 the Morris Lake Fence was completed and per the 2023 Water Sewer Utility Budget the Sewer Treatment Fence (STP) was completed; and

WHEREAS, it is necessary to formally cancel said balances so that the reserve balances may be utilized in the Water Sewer Fund Balance for future capital needs;

NOW, THEREFORE BE IT RESOLVED, by a majority of the full membership of the Town Council of the Town of Newton, that \$26,843.20 from the Water Sewer Utility Fund - Reserve for Fences is cancelled to Fund Balance.

RESOLUTION #228-2023*

“Resolution to Cancel Capital Appropriation Balances in the Water Sewer Capital Fund”

WHEREAS, certain Water Sewer Capital Improvement appropriation balances remain dedicated to projects now funded elsewhere; and

WHEREAS, the Town Manager and other Town Officials have reviewed and determined there are no additional costs for this project; and

WHEREAS, it is necessary to formally cancel said balance so the unexpended balance may be returned to each respective Capital Improvement Fund or credited to the Fund Balance, and unused debt authorizations may be cancelled;

NOW, THEREFORE BE IT RESOLVED, by a majority of the full membership of the Town Council of the Town of Newton that the following unexpended and dedicated balance of the Water Sewer Capital appropriations totaling \$115,000.00 be cancelled:

| <u>Ordinance Number</u> | <u>Date Auth.</u> | <u>Project Description</u> | <u>Amount Cancelled Funded</u> | <u>Amount Cancelled Unfunded</u> |
|-------------------------|-------------------|----------------------------|--------------------------------|----------------------------------|
| 2022-15 | 6/27/22 | Various Water Sewer Imp. | \$6,000. | \$109,000. |

RESOLUTION #229-2023*

“To Cancel Appropriated Reserve and Receivable Balance in the Federal and State Grant Fund – NJ Dept of Human Services/Division of Mental Health & Addiction Services (DMHAS)”

WHEREAS, the Town of Newton received a grant in the amount of \$3,083.00 for the 2022/2023 NJ Dept of Human Services/Division of Mental Health & Addiction Services; and

WHEREAS, an additional special item of revenue (\$3,083) by Resolution #157-2023 on May 22, 2023 was added to the Municipal Alliance Grant for the 2022-2023 fiscal year. This was transferred to the Federal and State Grant Fund; and

WHEREAS, the Town has completed the projects schedules for the 2022-2023 DMHAS and made payments in the amount of \$2,893.80; and

WHEREAS, there remains an unexpended balance in the grant fund of \$189.20; and

WHEREAS, it is necessary to formally cancel the grant receivable and appropriated reserve balances;

NOW, THEREFORE BE IT RESOLVED, by a majority of the full membership of the Town Council of the Town of Newton, that we hereby cancel the following:

Federal & State Grant Fund

| | |
|--|----------|
| Grant Receivable – Municipal Alliance (2022 – 2023) DMHAS | #1101388 |
| | \$189.20 |
| Appropriated Reserves – Municipal Alliance Grant (2022-2023) DMHAS | #1112388 |
| | \$189.20 |

RESOLUTION #230-2023*

“To Cancel a NJ DOT Grant Receivable Balance and Improvement Authority Balance in the General Capital Fund”

WHEREAS, the Town of Newton received an award in 2022 in the amount of \$190,500.00 from the State of New Jersey Department of Transportation for E. Clinton, Lawnwood, & Nelson Streets; and

WHEREAS, there is an unexpended balance of \$73,642.08 in General Capital Improvement Authorization - Ordinance 2022–14 for Improvements to E. Clinton, Lawnwood, & Nelson Streets; and

WHEREAS, the Town Engineer stated in a Final Paperwork memorandum to the Town Manager in March 2023 that the project has been completed and accepted by the Town officials and the Town Engineer and there are no additional costs for this project; and

WHEREAS, there is a grant receivable balance of \$94,376.05 due from the State of New Jersey Department of Transportation for Plainfield Avenue on the General Capital balance sheet; and

WHEREAS, it is necessary to formally cancel the receivable balance against the Unexpended Improvement Authorization and Deferred Charges to Future Taxation Unfunded;

NOW, THEREFORE BE IT RESOLVED, by a majority of the full membership of the Town Council of the Town of Newton, that we hereby cancel the following grant receivable and the balance of the General Capital appropriation:

General Capital Fund

| | |
|--|--------------------|
| NJ DOT Grant Receivable (Ord #2022-14) | |
| E. Clinton, Lawnwood, & Nelson Streets | \$94,376.05 |
| Improvement Authorization (Ord #2022-14) | |
| E. Clinton, Lawnwood, & Nelson Streets | <u>\$73,642.08</u> |
| Deferred Charges to Future Taxation – Unfunded | \$20,733.97 |

RESOLUTION #231-2023*

“Refund of Redemption Monies to Outside Lien Holder for Block 21.04, Lot 7, Also Known As 3 Clive Place”

WHEREAS, at the Municipal Tax Sale held on October 5, 2022 a lien was sold on Block 21.04, Lot 7, also known as 3 Clive Place for 2021 delinquent utilities; and

WHEREAS, this lien, known as Tax Sale Certificate #2022-013 was sold to Fig 20, LLC FBO Sec Pty for a 0% redemption fee and a premium in the amount of \$2,200.00; and

WHEREAS, Corelogic has affected the redemption of Certificate #2022-013 in the amount of \$3,084.38;

NOW, THEREFORE BE IT RESOLVED, by the Town Council of the Town of Newton that this Governing Body acknowledges Fig 20, LLC FBO Sec Pty is entitled to a redemption in the amount of \$3,084.38 as well as the return of the premium in the amount of \$2,200.00; and

BE IT FURTHER RESOLVED, the Town Council of the Town of Newton confirms and acknowledges the Tax Collector shall issue a check, in the amount of \$3,084.38 for the redemption and a check in the amount of \$2,200.00 for the return of the premium for Certificate #2022-013 to Fig 20, LLC FBO Sec Pty, PO Box 12225, Newark, NJ 07101.

RESOLUTION #232-2023*

“Resolution Authorizing Contracts with Certain Approved Sussex County Cooperative Contract Vendors”

WHEREAS, the Town of Newton may by resolution, and without advertising for bids or obtaining quotations, purchase any goods or services under the Sussex County Cooperative (N.J.S.A. 40A:11-11); and

WHEREAS, the Town has the need on a timely basis to purchase goods and services utilizing Sussex County Cooperative Contracts, duly authorized under law to extend contract pricing to local units, per N.J.A.C. 5:34-7 et. Seq.; and

WHEREAS the Town intends to enter into contract for a 2024 Freightliner 114SD Plus Tandem Chassis authorized under Sussex County Cooperative Purchasing award in the amount of \$150,619.00; and

WHEREAS, the County of Sussex under Bid 23-037, has extended pricing authorized under the cooperative for the following companies and prices units: Robert H. Hoover & Sons, 149 Gold Mine Road, Flanders, NJ 07836; and

WHEREAS the Chief Financial Officer certifies funding is available in the amount of \$150,619.00 from:

Ordinance 2023-7

Account #30923071

NOW, THEREFORE BE IT RESOLVED, that the Town Council of the Town of Newton, authorizes the Town Manager to enter into a contract with approved Sussex County Cooperative Contracts extended to municipal units, pursuant to all conditions of the individual State contracts to wit 2024 Freightliner 114SD Plus Tandem Chassis through Robert H. Hoover & Sons in the amount of \$150,619.00.

RESOLUTION #233-2023*

“Approval of Cooperative Purchasing Contract, Vehicle Repair – Bid #ESCNJ 23/24-04 to Cliffside Body Corporation”

WHEREAS, there is a need to remove the existing stainless steel dump body & hoist, and to re-install the dump body & hoist to a new Freightliner chassis, for the Town of Newton Department of Public Works; and

WHEREAS, this repair service can be purchased through Educational Services Commission of New Jersey Cooperative Contract #ESCNJ 23/24-04; and

WHEREAS, this service has been awarded to Cliffside Body Corporation, 130 Broad Ave., Fairview, NJ 07022; and

WHEREAS, the Town of Newton can procure this through the ESCNJ Cooperative Contract under the authority of N.J.S.A. 40A:11-11 et. Seq; and

WHEREAS, the Chief Financial Officer certifies funds are available in the amount of \$50,746.00 as follows:

Ordinance 2023-7

Account #30923071

NOW, THEREFORE BE IT RESOLVED, by the Town Council of the Town of Newton, in the County of Sussex as follows: the Town Manager is authorized to enter into a contract with Cliffside Body Corporation, 130 Broad Ave., Fairview, NJ 07022, under the authority of ESCNJ 23/24-04, in the amount of \$50,746.00 to remove the existing stainless steel dump body & hoist, and to re-install the dump body & hoist to new Freightliner chassis, for the Town of Newton Department of Public Works.

RESOLUTION #234-2023*

“Approve Bills and Vouchers for Payment”

BE IT RESOLVED by the Town Council of the Town of Newton that payment is hereby approved for all vouchers that have been properly authenticated and presented for payment, representing expenditures for which appropriations were duly made in the 2022 and 2023 Budgets adopted by this local Governing Body, including any emergency appropriations, and where unexpended balances exist in said appropriation accounts for the payment of such vouchers.

List of Bills - CLEARING/CLAIMS

| Check# | Vendor# | Name | Check Total |
|--------|---------|---|-------------|
| 279 | 4750 - | ABOVE GRID SOLAR CARPORT | 4,355.46 |
| 9280 | 1846 - | ADVANCE AUTO PARTS | 19.39 |
| 9281 | 2799 - | AFLAC | 2,288.16 |
| 9282 | 3006 - | AG CHOICE, LLC. | 175.00 |
| 9283 | 3897 - | AMAZON CAPITAL SERVICES | 46.71 |
| 9284 | 3869 - | AMERICAN FIDELITY ASSURANCE | 562.22 |
| 9285 | 3868 - | AMERICAN FIDELITY ASSURANCE COMPANY | 670.82 |
| 9286 | 2164 - | ANDOVER TOWNSHIP | 377.31 |

| | | | |
|------|--------|--|------------|
| 9287 | 4550 - | ANIMAL HOSPITAL OF SUSSEX COUNTY, INC. | 24.40 |
| 9288 | 3891 - | ARMSTRONG, ADAM | 400.00 |
| 9289 | 4745 - | ATHENIA MASON SUPPLY, LLC | 494.42 |
| 9290 | 4026 - | AUTOZONE INC. | 63.88 |
| 9291 | 4559 - | AWERTSCHENKO, MICHAEL | 400.00 |
| 9292 | 3251 - | BADGER METER, INC. | 192.43 |
| 9293 | 1132 - | BOONTON TIRE SUPPLY INC. | 85.28 |
| 9294 | 4749 - | BRANCHVILLE COUNTRY VETERINARY CLINIC | 15.35 |
| 9295 | 300 - | BRIGHTSPEED | 125.85 |
| 9296 | 702 - | C W A LOCAL 1032 | 298.78 |
| 9297 | 2443 - | CAMPBELL FOUNDRY CO. INC. | 1,295.00 |
| 9298 | 3893 - | CAMPBELL SUPPLY OF SUSSEX CTY LLC | 249.99 |
| 9299 | 192 - | CAMPBELL'S SMALL ENGINE INC. | 212.98 |
| 9300 | 506 - | CARR, JOSEPH | 400.00 |
| 9301 | 4235 - | CHAMPIGNON, CRAIG | 400.00 |
| 9302 | 3770 - | CINTAS | 930.41 |
| 9303 | 2628 - | CONDOR CREATIONS | 1,045.00 |
| 9304 | 1632 - | COOPER ELECTRIC SUPPLY CO. | 50.00 |
| 9305 | 155 - | COYNE CHEMICAL CORP., INC. | 1,186.27 |
| 9306 | 4740 - | CRAWN DOUG | 400.00 |
| 9307 | 286 - | CURRENT ACCOUNT | 2.23 |
| 9308 | 4738 - | D.S. MEYER ENTERPRISES LLC. | 274,369.50 |
| 9309 | 4386 - | DECOTIIS, FITZPATRICK, COLE& GIBLIN, LLP | 185.00 |
| 9310 | 4069 - | DELL MARKETING L.P. | 1,295.83 |
| 9311 | 2136 - | DRAEGER, INC. | 222.50 |
| 9312 | 4653 - | FATHER JOHNS | 210.00 |
| 9313 | 225 - | FEDERAL EXPRESS | 41.95 |
| 9314 | 4747 - | FF1 APPARATUS LLC | 3,453.76 |
| 9315 | 4650 - | FINKLE DANIELLE | 20.00 |
| 9316 | 4741 - | FITZGERALD DILLON | 400.00 |
| 9317 | 807 - | FRANK SEMERARO CONSTRUCTION, INC., | 1,050.00 |
| 9318 | 200 - | GARDEN STATE LABORATORIES INC | 2,050.00 |
| 9319 | 200 - | GARDEN STATE LABORATORIES INC | 900.00 |
| 9320 | 4384 - | GIBBONS P.C. | 11,898.30 |
| 9321 | 4398 - | GLOBAL RECYCLING SOLUTIONS LLC | 1,044.38 |
| 9322 | 1608 - | GOLD TYPE BUSINESS MACHINES | 3,411.00 |
| 9323 | 4600 - | GUEST, JOSHUA | 400.00 |
| 9324 | 230 - | HAYEK'S MARKET INC. | 30.54 |
| 9325 | 4337 - | HFE SERVICES LLC | 1,129.00 |
| 9326 | 3876 - | HOLLAND COMPANY, INC. | 11,488.52 |
| 9327 | 1866 - | HOME DEPOT, INC. | 1,121.53 |
| 9328 | 332 - | J & D SALES & SERVICE,LLC. | 225.00 |
| 9329 | 1714 - | JAEKEL, KENNETH | 400.00 |
| 9330 | 113 - | JCP&L | 239.94 |
| 9331 | 3778 - | JP MONZO MUNIC CONSULTING, LLC | 50.00 |
| 9332 | 365 - | KITHCART, BROCK | 400.00 |
| 9333 | 4593 - | KRAVITZ KIMBERLY J | 600.00 |
| 9334 | 2278 - | LANGUAGE LINE SERVICES, INC. | 91.80 |
| 9335 | 2848 - | LEYMAN ROY | 400.00 |
| 9336 | 3985 - | LEYMAN, JUSTIN | 400.00 |
| 9337 | 1319 - | MAGLOCLEN, INC | 400.00 |
| 9338 | 2854 - | MCGARRY DUSTIN | 400.00 |
| 9339 | 4381 - | MID-AMERICAN ELEVATOR CO., INC. | 500.00 |
| 9340 | 409 - | MINISINK PRESS INC | 65.00 |
| 9341 | 1741 - | MORRIS COUNTY POLICE ACADEMY | 25.00 |
| 9342 | 1556 - | NENA | 147.00 |
| 9343 | 700 - | NEWTON PATROLMANS ASSOCIATION | 720.00 |
| 9344 | 1745 - | NEWTON SUPERIOR OFFICERS | 420.00 |
| 9345 | 2835 - | NJMEBF | 200,620.00 |
| 9346 | 2882 - | ONE CALL CONCEPTS, INC. | 112.61 |
| 9347 | 4383 - | OPTIMUM | 187.30 |
| 9348 | 2718 - | OSWIN III WILLIAM | 400.00 |
| 9349 | 64 - | PELLOW, HAROLD & ASSO, INC. | 2,232.01 |
| 9350 | 4204 - | PLANET NETWORKS INC | 2,766.05 |

| | | | |
|-------|--------|---|------------|
| 9351 | 2753 - | PORTER LEE CORPORATION | 143.60 |
| 9352 | 2504 - | PowerDMS, Inc. | 4,793.36 |
| 9353 | 2212 - | PROCESS TECH SALES AND SERVICE | 27,169.21 |
| 9354 | 2478 - | RACHLES/MICHELE'S OIL COMPANY, INC. | 7,724.79 |
| 9355 | 4425 - | Reliance Standard Life Insurance Co | 596.49 |
| 9356 | 2644 - | RICCIARDI BROTHERS, INC. | 700.00 |
| 9357 | 4236 - | ROWETT, ERIK | 400.00 |
| 9358 | 1755 - | S/NJ TOXICOLOGY LABORATORY | 135.00 |
| 9359 | 126 - | SCMUA | 1,241.28 |
| 9360 | 1125 - | SIRCHIE FINGER PRINT LABS, LLC. | 650.00 |
| 9361 | 4424 - | SKAE POWER SOLUTIONS, LLC | 8,850.00 |
| 9362 | 3117 - | SOME'S WORLD WIDE UNIFORMS, INC. | 37.50 |
| 9363 | 4615 - | STANTON HUNTER | 1,800.00 |
| 9364 | 2257 - | STAPLES | 349.99 |
| 9365 | 280 - | STRAWAY, THOMAS | 400.00 |
| 9366 | 102 - | SUSSEX CAR WASH INC | 128.00 |
| 9367 | 130 - | SUSSEX COUNTY P & H, INC. | 2,352.37 |
| 9368 | 4712 - | TANKEL JESSICA | 35.00 |
| 9369 | 2479 - | TAYLOR OIL CO., INC. | 2,636.39 |
| 9370 | 4278 - | TEXAS LIFE INSURANCE COMPANY | 35.45 |
| 9371 | 4093 - | TOMLINSON, | 450.00 |
| 9372 | 1034 - | TONY'S CONCRETE CONSTR CO, INC | 9,550.00 |
| 9373 | 691 - | TRANS WORLD ASSURANCE CO. | 400.00 |
| 9374 | 2781 - | TRIMBOLI & PRUSINOWSKI, LLC. | 1,411.00 |
| 9375 | 521 - | TRUST ACCOUNT, TOWN OF NEWTON | 616.97 |
| 9376 | 4621 - | UJVARY RANDY | 400.00 |
| 9377 | 4130 - | UNITED FIRE PROTECTION CORP. | 1,669.00 |
| 9378 | 4152 - | UNITED SITE SERVICES, INC | 10,793.79 |
| 9379 | 1257 - | UNUM LIFE/DISABILITY INSUR | 746.12 |
| 9380 | 2716 - | UPSEU LOCAL 424J | 672.00 |
| 9381 | 3682 - | VANDERGROEF JASON | 400.00 |
| 9382 | 4739 - | VARGAS KRISTIAN | 400.00 |
| 9383 | 1739 - | VERIZON CONNECT | 113.70 |
| 9384 | 2540 - | VOUGH ADAM | 400.00 |
| 9385 | 2635 - | W.B. MASON, INC. | 756.96 |
| 9386 | 1500 - | WALMART | 48.52 |
| 9387 | 633 - | WEIS MARKETS, INC. | 258.88 |
| 9388 | 4041 - | WHIBCO OF NEW JERSEY INC. | 2,291.69 |
| 9389 | 2576 - | WHITE JOE | 400.00 |
| 9390 | 4714 - | WINDOW GENIE | 768.75 |
| 9391 | 3892 - | WISTUBA, TRAVIS | 400.00 |
| <hr/> | | | |
| TOTAL | | | 636,416.67 |

Mayor Teets asked if any member of the Council would like to pull a Resolution for discussion.

Mrs. Le Frois made a motion to approve the **COMBINED ACTION RESOLUTIONS**, it was seconded by Mr. Dickson and roll call resulted as follows:

| | | | |
|--------------------|-------------|---------------|-----|
| Deputy Mayor Couce | Excused | Mr. Dickson | Yes |
| Mrs. Diglio | Yes | Mrs. Le Frois | Yes |
| | Mayor Teets | Yes | |

OPEN TO THE PUBLIC

Mayor Teets opened the meeting to the public.

There being no one else wishing to speak either in-person or on Zoom, Mayor Teets closed the hearing.

COUNCIL MANAGER COMMENTS

Mrs. Le Frois stated she will be attending the Sussex County Economic Partnership luncheon next week. She is excited the Town has been nominated for three awards; the

October 11, 2023

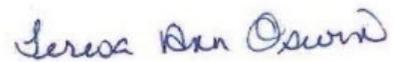
Redevelopment Award, Distinctive Leadership and the Municipal Award. Last year we received eight awards, so we are hoping to bring the gold back again. To Ariel we are proud of you, and I do not know what your plans are for after high school, but I would encourage you to reach out to Mr. Russo and his team for an internship opportunity that you might be interested in.

Mayor Teets stated she would be remiss if she did not mention Deputy Mayor Couce, who was not able to make it this evening, was a big supporter and spearhead of making sure you got the opportunity to come here tonight and present to us.

ADJOURMENT

There being no further business to be conducted, upon a motion by Mrs. Le Frois seconded by Mrs. Diglio and unanimously carried, the regular meeting was adjourned at 7:50pm.

Respectfully submitted,

A handwritten signature in blue ink that reads "Teresa A. Oswin".

Teresa A. Oswin, RMC
Municipal Clerk