

REGULAR MEETING
February 19, 2019

A REGULAR SCHEDULED COUNCIL MEETING of the Mayor and Council of the Borough of Carlstadt was held in the Council Chambers of the Borough Hall, 500 Madison Street, Carlstadt, New Jersey on Tuesday, February 19, 2019 at 7:08 P.M.

Mayor Craig Lahullier asked Claire Foy, Borough Clerk to call the roll: Mayor Craig Lahullier, Councilmen Robert Zimmermann, David Stoltz, Richard Bartlett, James Lenoy, Joseph Emerson and William Roseman were present.

Mayor Lahullier led all present in the Pledge of Allegiance to the Flag.

Mayor Lahullier called for a moment of silence for Jon Warbeck, a former Carlstadt firefighter and his son Luke Warbeck that were tragically killed by a car that careened off the highway while they were getting fuel at a gas station in Wayne.

Mayor Lahullier – This meeting has been called pursuant to the Open Public Meetings Law and in accordance with Section 5 of the Open Public Meetings Act, adequate notice of this meeting having been provided in the annual notice schedule which contained the time, date and location of the meeting, copies of which were sent and advertised in the following official newspapers of Carlstadt: The Record on January 5, 2019 and the Herald News on January 5, 2019 a copy of which is on the Bulletin Board in the Borough Hall and a copy on file in the office of the Borough Clerk.

READING OF MINUTES:

Mayor Lahullier entertained a motion to accept the minutes of 1/4/19 Caucus Meeting, 1/4/19 Special Meeting, 1/17/19 Finance Meeting and 1/22/19 Council Meeting (Open and Closed Sessions). On motion by Emerson, seconded by Zimmermann. Councilmen Zimmermann, Stoltz, Bartlett, Emerson and Roseman voted yes. Councilman Lenoy abstained on 1/22/19 Council Meeting and voted yes on the other ones.

CORRESPONDENCE:

None to be read.

REPORT OF THE MAYOR:

Mayor Lahullier mentioned to the audience the tragic accident that happened to two people he knew and offered his condolences on behalf of the Mayor and Council and Borough residents to the Warbeck family.

SPECIAL REPORTS:

The Construction Official's report was read for the month of January. This report will be filed.
The Borough Clerk's report was read for the month of January. This report will be filed.
The Tax Collector's report was read for the month of January. This report will be filed.

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STANDING COMMITTEES:

FINANCE – Councilman Emerson said we have resolutions.

CONSENT AGENDA

RESOLUTION NO. 2019-54

**RESOLUTION AUTHORIZING THE EXECUTION OF A
SHARED SERVICES AGREEMENT BETWEEN THE
BOROUGH OF CARLSTADT, EAST RUTHERFORD AND
RUTHERFORD PERTAINING TO SHARED
CONSTRUCTION CODE OFFICIAL SERVICES**

WHEREAS, the Boroughs of Rutherford and Carlstadt have a need for a Construction Official; and

WHEREAS, the Borough of East Rutherford has the personnel to meet that need; and

WHEREAS, the Boroughs of East Rutherford, Rutherford and Carlstadt have agreed to enter into a Shared Services Agreement setting forth the terms and conditions pursuant to which East Rutherford will provide that service to Rutherford and Carlstadt (the “Shared Services Agreement”); and

WHEREAS, the form of Shared Services Agreement to be entered into is on file in the Borough Clerk’s Office and may be inspected by members of the public during normal business hours; and

NOW, THEREFORE, BE IT RESOVLED by the Mayor and Council of the Borough of Carlstadt, as follows:

1. The Mayor is authorized to execute, and the Clerk is authorized to attest, to the Shared Services Agreement.

2. A copy of said Shared Services Agreement will be kept on file within the Office of the Borough Clerk.

3. Certified copies of this resolution shall be forwarded to New Jersey Department of Community Affairs/DLGS, the East Rutherford Borough Clerk, the Rutherford Borough Clerk and any other interested parties.

AND, BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

RESOLUTION NO. 2019-59

AWARD OF CONTRACT

BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt, Bergen County, New Jersey upon the recommendation of Neglia Engineering Associates that the Contract for:

Zimmermann Park Improvements (Bergen County Open Space Funded)

be awarded to DTS Trucking, LLC, 65 Royal Avenue, Hawthorne, New Jersey 07506 for the bid amount of Four Hundred Sixty Thousand Eight Hundred Ninety-Five Dollars and Zero Cents (\$460,895.00) (which represents the Base Bid A, Base Bid B, and Base Bid C) being the lowest of eight bids submitted. This Resolution to take effect upon certification of this Resolution by the Borough Treasurer that sufficient funds are available.

RESOLUTION NO. 2019-60

BE IT RESOLVED by the Mayor and Council that the proper Borough Officials are hereby authorized and directed to make the following disbursements:

Carlstadt Board of Education	\$	1,028,212.92
Regional Board of Education		620,552.07
Treasurer, State of New Jersey/1992 GT		4,764.22

RESOLUTION NO. 2019-61

BE IT RESOLVED by the Mayor and Council that the following payments made by the Chief Financial Officer from Valley National Bank during the month of January 2019 be ratified:

<u>Date</u>	<u>Ck #</u>	<u>Account</u>	<u>Payee</u>	<u>Amount</u>
1/23/19	501672	Current	Drain Busters	\$ 6,000.00
1/23/19	501673	Current	Medical	54,000.00
1/24/19	501674	Current	Lowe's	351.37
1/24/19	501675	Current	Sara Oehlmann	200.00
1/24/19	501676	Current	Dylan Caugley	100.00
1/30/19	501677	Current	Payroll	385,040.78
1/30/19	501678	Current	Payroll	23,097.54
1/30/19	501679	Current	Verizon	259.98
1/30/19	501680	Current	US Postal Service	2,500.00

RESOLUTION NO. 2019-62

WHEREAS, the Borough of Carlstadt received payment to redeem Tax Sale Certificate Number 20180004 that was sold on December 19, 2018 for 339 Seventh Street, Carlstadt, NJ, Block 79 Lot 3, in the amount of \$9,681.09; and

WHEREAS, US BANK CUST TOWER DBVIII TRST holds Tax Sale Certificate Number 20180004 and paid a premium for Tax Sale Certificate Number 20180004 in the amount of \$35,000.00.

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that the Borough Treasurer will issue a refund in the amount of \$54,606.88 (\$19,906.88 for the Tax Sale Certificate Redemption and \$35,000.00 for the premium) and the Carlstadt Tax Collector will adjust his books accordingly.

In addition the property owner paid \$93.12 towards the first quarter (February) 2019 property tax installment.

The payment should be made payable to: US Bank Cust Tower DBVIII Trst. and should be mailed to: US Bank Cust Tower DBV III TRST, 50 South 16th Street Ste. 2050, Philadelphia, PA 19102.

RESOLUTION NO. 2019-63

BOROUGH OF CARLSTADT

**RESOLUTION REQUESTING THE APPROVAL OF THE DIRECTOR OF LOCAL
GOVERNMENT SERVICES TO DEFER SCHOOL TAXES**

WHEREAS, the local district school tax levy for the 2018-2019 school year is \$12,338,555 and the regional high school tax levy is \$7,446,625.

BE IT RESOLVED that the Borough of Carlstadt does hereby request the consent of the Director of Local Government Services in the Department of Community Affairs to defer \$6,169,278 and \$3,723,312 not in excess of 50% of 2018-2019 levy.

RESOLUTION NO. 2019-64

WHEREAS, the Governing Body had previously authorized the Borough Clerk to advertise for bids for the purchase of Equipment for Recreation Purposes for the year 2019; and

WHEREAS, a notice for bids was advertised and one bid was received on February 7, 2019 from Stan's Sport Center, Inc. 528 Washington Street, Hoboken, NJ 07030; and

WHEREAS, the bid received from Stan's Sport Center was a completely responsive bid in the total amount of \$63,963.50; and

WHEREAS, the Chief Financial Officer/Treasurer has determined that sufficient funds will be available in the 2019 Budget for Recreation in the amount of \$63,963.50 for purchases made under this contract.

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that:

1. The Contract for Equipment for Recreation Purposes for the year 2019 be awarded to Stan's Sport Center, 528 Washington Street, Hoboken, N.J. 07030, for the amount of sixty-three thousand, nine hundred sixty-three dollars and fifty cents. (\$63,963.50).
2. The Mayor and Clerk are hereby authorized to execute the necessary contract with Stan's Sport Center in an amount not to exceed \$63,963.50 in the form attached hereto.

Certification as to the availability of funds:

The Chief Financial Officer/Treasurer hereby certifies that sufficient funds will be available in the 2019 Recreation Budget to pay the amount of \$63,963.50 in accordance with the terms of the contract.

RESOLUTION NO. 2019-65

WHEREAS, Michael Barbire retired Police Captain has filed a request for reimbursement for Medicare Part B premiums on behalf of himself for the years 2018-2019 consistent with the Carlstadt SOA Contract and the Carlstadt PBA Local #312 following the filing a formal grievance and the matter having proceeded to Arbitration with a finding in favor of the Carlstadt PBA Local #312; and

WHEREAS, the Opinion and Award of the Public Employment Relations Commission, PERC Docket No. AR 2009-98 provides for a reimbursement to be made from the date of the Opinion and thereafter.

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NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that the Chief Financial Officer is hereby authorized to make payment representing reimbursement to Michael Barbire for the years 2018-2019 in the amount of \$810.00 as evidenced by the documents submitted as proof thereof. Subsequent payment for future reimbursements shall be made upon request and proof of deductions submitted by Michael Barbire.

RESOLUTION NO. 2019-66

WHEREAS, Joseph Edone, retired Police Sergeant has filed a request for reimbursement for Medicare Part B premiums on behalf of himself for the year 2018 consistent with the Carlstadt SOA Contract and the Carlstadt PBA Local #312 thereafter filing a formal grievance, and the matter having proceeded to Arbitration with a finding in favor of the Carlstadt PBA Local #312; and

WHEREAS, the Opinion and Award of the Public Employment Relations Commission, PERC Docket No. AR 2009-98 provides for a reimbursement to be made from the date of the Opinion and thereafter.

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that the Chief Financial Officer is hereby authorized to make payment representing reimbursement to Joseph Edone for the year 2018 as set forth in the Opinion and Award in PERC Docket No. AR 2009-98, attached hereto, in the amount of \$2,940.00 as evidenced by the documents submitted as proof thereof. Subsequent payment for future reimbursements shall be made upon request and proof of deductions submitted by Joseph and Janette Edone.

RESOLUTION NO. 2019-67

BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that the following bill for the NJEDA Project 40029 – Carlstadt Road and Storm Drainage Improvements having been approved by the Finance Committee are approved herewith for payment by the NJEDA:

Colonnelli Brothers Inc.	\$	122,686.20
Neglia Engineering		6,391.80

RESOLUTION NO. 2019-68

WHEREAS, the Board of Officers has approved the membership of Eugenio Sanchez as a probationary member of the Carlstadt Fire Department; and

WHEREAS, said individual has successfully passed the required physical examination.

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that Eugenio Sanchez is hereby appointed as a probationary member to the Carlstadt Fire Department.

RESOLUTION NO. 2019-69

WHEREAS, Peter Coletti, retired Police Captain has filed a request for reimbursement for Medicare Part B premiums on behalf of himself and his spouse for the year 2018 consistent with the Carlstadt SOA Contract and the Carlstadt PBA Local #312 thereafter filing a formal grievance, and the matter having proceeded to Arbitration with a finding in favor of the Carlstadt PBA Local #312; and

WHEREAS, the Opinion and Award of the Public Employment Relations Commission, PERC Docket No. AR 2009-98 provides for a reimbursement to be made from the date of the Opinion and thereafter.

NOW, THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that the Chief Financial Officer is hereby authorized to make payment representing reimbursement to Peter Coletti and his spouse for the year 2018 in the amount of \$2,820.00 as evidenced by the documents submitted as proof thereof. Subsequent payment for future reimbursements shall be made upon request and proof of deductions submitted by Peter and Joan Coletti.

RESOLUTION NO. 2019-70

BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that permission is granted to the following for the use of facilities on the specified date:

Community Center

1. Carlstadt Little League – Friday, May 3, 2019 from 3:00 P.M. to 11:00 P.M. to have a Bingo Night Fundraiser.

Caucus Room

1. Carlstadt Babe Ruth – Thursday, January 10, 2019 at 7:00 P.M. to have a meeting.
2. Carlstadt Soccer – Wednesdays, January 16 and 20, 2019 from 7:00 P.M. to 9:00 P.M. to have a meeting.
3. Carlstadt Little League – Tuesday, January 29, 2019 from 7:00 P.M. to 9:00 P.M. to have a meeting.

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Council Chambers

1. Junior Booster Club – Wednesday, February 6, 2019 at 8:00 P.M. to have a meeting.
2. Carlstadt/East Rutherford Cub Scout Pack 51/65 - Thursday, February 21, 2019 from 6:30 P.M. to 10:00 P.M. to have a leaders meeting.

RESOLUTION NO. 2019-71

BOROUGH OF CARLSTADT
COUNTY OF BERGEN

RESOLUTION TO ADVERTISE FOR BIDS

BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt, Bergen County, New Jersey upon the recommendation of the Borough Engineer, Gregory J. Polyniak, Neglia Engineering Associates that the plans & specifications for:

BID FOR GARBAGE DISPOSAL
BOROUGH OF CARLSTADT
BERGEN COUNTY, NEW JERSEY

are hereby approved and the Borough Clerk is hereby authorized to advertise for bids. This Resolution to take effect immediately.

Mayor Lahullier entertained a motion to approve the Consent Agenda. On motion by Emerson, seconded by Roseman, unanimous on call of roll.

POLICE/OEM – Mayor Lahullier read his report for the month of January. This report will be filed.

FIRE/WATER/AMBULANCE - Councilman Bartlett read his reports for the month of January. These reports will be filed.

PUBLIC WORKS/PUBLIC PROPERTY – Councilman Stoltz read his report for the month of January. This report will be filed.

PLANNING – Councilman Roseman read his report for the month of January. This report will be filed.

ZONING – Councilman Lenoy read his report for the month of January. This report will be filed.

PUBLIC HEALTH – Councilman Bartlett reported progress.

RECREATION – Councilman Emerson read his report for the month of January. This report will be filed.

BOROUGH EQUIPMENT – Councilman Zimmermann read his report for the month of January. This report will be filed.

RECYCLING – Councilman Lenoy read his report for the month of January. This report will be filed.

PROJECTS – Councilman Zimmermann read his report for the month of January. This report will be filed.

HUMAN RESOURCES – Mayor Lahullier had no report.

REPORTS OF SPECIAL COMMITTEES:

There were no reports of special committees.

READING OF BILLS:

RESOLUTION NO. 2019-72

BE IT RESOLVED by the Mayor and Council of the Borough of Carlstadt that the following bills having been approved by the Finance Committee are approved herewith for payment:

<u>CAPITAL ACCOUNT</u>	
Patrol PC	\$ 4,337.00
Neglia Engineering Associates	1,907.49
Beyer Ford	89,272.37
<u>TRUST ACCOUNT</u>	
Neglia Engineering Associates	710.00
Neglia Engineering Associates	160.00
William J. Lauer Corp.	150.00
<u>DOG WARDEN TRUST</u>	
Tyco Animal Control Services	791.66
N.J. Dept. of Health & Senior Services	267.00

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CURRENT ACCOUNT

A&K EQUIPMENT CO.	1,128.40
AMERICAN PAPER & SUPPLY	584.87
APPRAISAL SYSTEMS INC.	600.00
ARAMARK UNIFORM SERVICES	76.26
ARROW ELEVATOR INC.	200.00
ATLANTIC COAST FIBERS	691.75
BALCO INDUSTRIES	47.50
MR. MICHAEL BARBIRE	402.00
B.C. PROSECUTORS OFFICE	6,000.00
BCPWA	75.00
BELLAQUA INC.	149.50
BERGEN COUNTY MUNC. CLERKS ASSOC.	100.00
BERGEN MUNICIPAL EMPLOYEE	17,317.00
BERGEN & PASSAIC REGISTRAR'S	50.00
BERGEN COUNTY DEPT. HEALTH SER.	540.00
BEVERLY FAIST	54.00
BEYER BROTHERS CORP.	199.62
BILL O'SHEA'S	106.95
BLUE STAR OF NEW JERSEY INC.	1,713.00
BOROUGH OF RUTHERFORD	5,905.79
CARLSTADT FIRE DEPARTMENT	537.71
CARGILL	3,170.11
CARTRIDGE WORLD MDLS	1,482.79
CARLSTADT BOARD OF EDUCATION	1,028,212.92
CHEEMA OIL CORPORATION	645.45
CHEM-TEC	187.00
CHRISTOPHER GARVIN ESQ.	600.00
CLIFFSIDE BODY CORP.	4,323.24
COMCAST	624.54
CYMAX	1,175.62
DELUXE SALES & SERVICE	114.82
DENISE OEHLMANN	36.00
DIRECT ENERGY BUSINESS	2,742.18
DOSCH KING CO. INC.	1,092.00
DRAGER INC.	205.50
ENFORSYS FIRE SYSTEM INC. DBA	250.00
ENVIRONMENTAL RENEWAL LLC	375.00
THE CHOI LAW GROUP LLC	4,622.09
FIRE & SAFETY SERVICES	956.84
FIRST CHOICE AUTO EQUIP. INC.	762.16
FRANCISCO SANCHEZ	130.00

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GARBARINI & CO.	20,750.00
GARDEN STATE HWY PRODUCTS	472.00
GEARGRID CORPORATION	39,590.16
GLOCK PROFESSIONAL INC.	250.00
GRAYCLIFF	13,600.00
GREATAMERICA FINANCIAL SERVICES	425.00
DOOR WORKS INC.	1,918.13
G.T.B.M. INC.	150.00
HARRIS UNIFORMS	1,354.00
HOMETOWN AUTO PARTS	936.77
HR DIRECT	43.99
HUDSON TIRE EXCHANGE	449.00
I.D.A.	79,101.81
IMPRESSIVE PRINTING	1,377.49
INTERGLOBE COMMUNICATIONS INC.	3,505.67
INTERNATIONAL ASSOCIATION	190.00
INTERSTATE WASTE SERVICES INC.	15,274.36
JESCO INC.	835.33
JOSEPH R. EDONE	2,940.00
JOSEPH R. DONAHUE LLC	3,900.00
LJ'S CORPORATE AND PRIVATE	871.78
MARIO'S LOCKSMITH	310.00
MEADOWLANDS HARDWARE	631.25
MEADOWLANDS AREA YMCA	780.00
MERCHANTS ALARM SYSTEMS	90.00
MID BERGEN REG. COMMISSION	6,865.50
MSI TECHNOLOGIES LLC	935.00
MUNICIPAL COURT ADMIN. ASSOC.	50.00
NARITA MARAJ LLC	782.08
NASSOR ELECTRICAL SUPPLY	368.56
NATURE'S CHOICE CORP.	912.00
NEGLIA ENGINEERING ASSOCIATES	10,197.83
NEXTEL COMMUNICATIONS	82.35
NICK'S TOWING SERVICE	900.00
NJLBHA	95.00
NJ PLANNING OFFICIALS	238.00
NJ STATE LEAGUE OF MUNICIPALITIES	150.00
NORTH JERSEY MEDIA GROUP INC.	124.01
OCCHIUZZO, JOHN	651.22
PASQUALE & DELEASA LLC	275.00
PAYROLL ACCOUNT	671.42
PETER & JOAN COLETTI	2,820.00

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PREMIER BUSINESS SOLUTIONS INC.	1,483.30
PRESTI, ROSARIO JR., ESQ.	1,354.99
PROFESSIONAL GOVERNMENT	180.00
PRO PACK SOLUTIONS INC.	35.78
PSE&G	23,102.63
RCM CEBERIO LLC	2,850.00
RE-TRON TECHNOLOGIES INC.	308.29
REGAL STAMP CO.	49.00
REGIONAL BOARD OF EDUCATION	620,552.07
RIDGEHURST AUTO PARTS	352.12
ROBERT T. REGAN, ESQ.	1,332.00
ENER-G RUDOX INC.	2,076.00
SCHUMACHER CHEVROLET	2,062.50
SHERWIN WILLIAMS INC.	62.81
SLOMIENSKI, WALTER M.	400.00
QUALITY AUTO MALL	2,291.73
STAPLES ADVANTAGE	1,634.76
TCTA OF BERGEN COUNTY	100.00
TMC INC.	579.97
TONY SANCHEZ LTD	1,137.52
T&R ALARM SYSTEMS INC.	210.00
TREASURER STATE OF NJ 1992 GT	4,764.22
TREASURER STATE OF NJ	191.00
SUEZ WATER NEW JERSEY	11,041.65
UNIVERSAL	272.00
UNUM LIFE INS. CO. OF AMERICA	1,134.02
U.S. BANK CUST. TOWER DBV III	54,606.88
ADPP ENTERPRISES INC.	92.80
VERIZON WIRELESS	1,511.91
VERIZON	1,744.46
VERIZON	229.98
V.E. RALPH & SON	63.92
WALLINGTON PLUMBING SUPPLY INC.	1,211.40
921-PRAXAIR DIST MID-ATLANTIC	140.23
WIDMER TIME RECORDER	115.00
MEDICAL BENEFITS ACCT	175,000.00
RICHARD R. USLAN	6.10
VALLEY NATIONAL BANK	253.75
THE BANCORP	3,590.66
MEDICAL BENEFITS ACCT	28,000.00
DOG WARDEN TRUST ACCOUNT	10,000.00
PAYROLL ACCOUNT	20,614.27

PAYROLL ACCOUNT	341,861.33
MEDICAL BENEFITS ACCT	77,000.00
TOTAL	\$2,699,653.37
TOTAL BILLS FOR THE MONTH	\$2,797,248.89

The Chief Financial Officer certified there are sufficient funds available for payment of the aforementioned bills.

On motion by Emerson, seconded by Zimmermann, unanimous on call of roll.

UNFINISHED BUSINESS:

None.

Mayor Lahullier entertained a motion to open the hearing of citizens. On motion by Roseman, seconded by Lenoy, unanimous on call of roll.

HEARING OF CITIZENS:

Donald Molzon, 530 Madison Street - he thanked the Mayor and Council for the signs that were installed regarding the pooper scooper law around the cemetery.

Mayor Lahullier entertained a motion to close the hearing of citizens. On motion by Roseman, seconded by Bartlett, unanimous on call of roll.

CONSIDERATION OF ORDINANCES:

None.

MISCELLANEOUS AND NEW BUSINESS:

None.

**EXECUTIVE SESSION MEETING ACT
RECESS INTO CLOSED SESSION**

WHEREAS, it is necessary for the Governing Body of the Borough of Carlstadt to conduct an executive session closed to the public in order to discuss one or more of the following subjects: property and personnel.

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NOW, THEREFORE BE IT RESOLVED that the Mayor and Council of the Borough of Carlstadt hereby moves to go into executive session in accordance with the provisions of the Open Public Meetings Act, N.J.S.A. 10:4-6 et. Seq. for the purpose of discussing one or more of the following subjects: property and personnel.

AND, BE IT FURTHER RESOLVED that the public will be informed either later this evening after reconvening the public meeting or at a future public meeting said date is not predictable at the present time.

AND, BE IT FURTHER RESOLVED that the matters discussed in and minutes of the closed session shall be disclosed to the public when the reason for confidentiality no longer exists.

Mayor Lahullier entertained a motion to go into closed session at 7:30 P.M. On motion by Emerson, seconded by Zimmermann, unanimous on call of roll.

The meeting went back into open session at 7:58 P.M. with the following members in attendance: Mayor Lahullier, Councilmen Zimmermann, Stoltz, Bartlett, Emerson, Lenoy and Roseman.

The Mayor and Council proceeded with the rescheduled Finance Meeting in the Caucus Room at 7:58 P.M.

APPROVED: _____
CRAIG LAHULLIER, MAYOR

ATTEST: _____
CLAIRE FOY, BOROUGH CLERK