

CONFIDENTIAL

**Medford Township Council Executive Session
Public Safety Building
July 22, 2014**

The Medford Township Council meeting of the above date was convened by Mayor Buoni, with the reading of the Open Public Meetings Act Statement at 6:30 PM.

COUNCIL

PRESENT: Mr. Jeffrey Beenstock, Present
Mr. Frank Czekay, Present
Mr. James Pace, Present
Deputy Mayor Charles Watson, Present
Mayor Christopher Buoni, Present

ALSO PRESENT: Mr. Christopher Norman, Township Solicitor
Mr. Robert Merryman, Township Human Resource/Labor Attorney
Chief Richard Meder, Medford Township Police

**PURPOSE OF
MEETING:**

Resolution ES 07 22 2014

- a) Matters Relating to the Employment Relationship: Personnel Matter [10:4-12b.(8)]
- b) Matters Relating to Litigation, Negotiations and the Attorney-Client Privilege: Personnel Matters [10:4-12b.(7)]

DISCUSSION:

Personnel Matter –

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ADJOURNMENT

Mr. Beenstock motioned to close the Executive Session, seconded by Deputy Mayor Watson. The meeting was unanimously adjourned at 9:41 PM.

Respectfully Submitted,

Katherine E. Burger
Township Clerk

CONFIDENTIAL

**Medford Township Council Executive Session
Public Safety Building
July 22, 2014**

The Medford Township Council meeting of the above date was convened by Mayor Buoni, with the reading of the Open Public Meetings Act Statement at 6:30 PM.

COUNCIL

PRESENT: Mr. Jeffrey Beenstock, Present
Mr. Frank Czekay, Present
Mr. James Pace, Present
Deputy Mayor Charles Watson, Present
Mayor Christopher Buoni, Present

ALSO PRESENT: Mr. Christopher Norman, Township Solicitor
Mr. Robert Merryman, Township Human Resource/Labor Attorney
Chief Richard Meder, Medford Township Police

**PURPOSE OF
MEETING:**

Resolution ES 07 22 2014

- a) Matters Relating to the Employment Relationship: Personnel Matter [10:4-12b.(8)]
- b) Matters Relating to Litigation, Negotiations and the Attorney-Client Privilege: Personnel Matters [10:4-12b.(7)]

DISCUSSION:

Personnel Matter –

Mr. Merryman explained to Council how and what can be discussed in closed session versus public session.

Chief Meder stepped out of the meeting at 6:48 PM.

Mr. Merryman provided Council with an overview of the Investigation Report.

[REDACTED]

[REDACTED]

[REDACTED] Council discussed other personnel policies.

[REDACTED]

[REDACTED]

Council recessed at 8:02 PM.

Council reconvened at 8:11 PM.

Chief Meder came back into the meeting at 8:11 PM.

[REDACTED]

Chief Meder left the meeting at 8:25 PM.

Council continued their discussions.

Council recessed at 8:58 PM.

Council reconvened at 9:10 PM.

[REDACTED]

[REDACTED]

ADJOURNMENT

Mr. Beenstock motioned to close the Executive Session, seconded by Deputy Mayor Watson. The meeting was unanimously adjourned at 9:41 PM.

Respectfully Submitted,

Katherine E. Burger
Township Clerk

CONFIDENTIAL

Medford Township Council Executive Session Public Safety Building July 22, 2014

The Medford Township Council meeting of the above date was convened by Mayor Buoni, with the reading of the Open Public Meetings Act Statement at 6:30 PM.

COUNCIL PRESENT:

- Mr. Jeffrey Beenstock, Present
- Mr. Frank Czekay, Present
- Mr. James Pace, Present
- Deputy Mayor Charles Watson, Present
- Mayor Christopher Buoni, Present

ALSO PRESENT:

- Mr. Christopher Norman, Township Solicitor
- Mr. Robert Merryman, Township Human Resource/Labor Attorney
- Chief Richard Meder, Medford Township Police

PURPOSE OF MEETING:

~~Resolution ES 07 22 2014~~

- a) Matters Relating to the Employment Relationship: Personnel Matter [10:4-12b.(8)]
- b) Matters Relating to Litigation, Negotiations and the Attorney-Client Privilege: Personnel Matters [10:4-12b.(7)]

DISCUSSION

Personnel Matter –

Mayor Buoni stated Mr. Bosco requested that anything related to his employment be discussed in public session.

Mr. Merryman explained to Council how and what can be discussed in closed session versus public session.

Chief Meder stepped out of the meeting at 6:48 PM.

Mr. Merryman provided Council with an overview of the Investigation Report.

Mr. Merryman stated to Council there were three main areas of concern that the report needed to address. The first item being the relationship between [REDACTED] being

consensual and there being no coercion. Secondly, there was a question of if [REDACTED] handled himself in an inappropriate way once he learned of the [REDACTED] relationship. Mr. Merryman stated [REDACTED] actions did not rise to the level of a threat once he had the information. The last item, was whether or not there was [REDACTED]

[REDACTED] Mr. Merryman explained the Township Handbook references a three month probationary period to a maximum of six months. Mr. Merryman stated the other memos referenced in the report are workplace memos. Mr. Merryman stated certain items were not confirmed.

[REDACTED]

Council discussed [REDACTED] and [REDACTED] not following policy, consensual relationship. Council discussed [REDACTED] not acknowledging receipt of the handbook as noted on personnel form that is part of the exhibits in the report. Council discussed other personnel policies.

Mr. Merryman explained probationary periods for employees and how it applies for Civil Service towns, statutory positions, police officers and non-union employees.

Mr. Merryman explained discipline regarding the Township Manager under the Faulkner Act. Mr. Merryman stated the Manager can be removed by a two-thirds majority vote for no reason. Mr. Merryman explained suspension is an option and the steps if terminated.

Council recessed at 8:02 PM.

Council reconvened at 8:11 PM.

Chief Meder came back into the meeting at 8:11 PM.

Council continued to discuss the discipline of the Township Manager.

Chief Meder left the meeting at 8:25 PM.

Council continued their discussions.

Council recessed at 8:58 PM.

Council reconvened at 9:10 PM.

Council continued their discussion of discipline of the Township Manager. Council discussed the Township's risk of liability.

Council agreed on termination, but would give Mr. Schultz the opportunity to resign. Mayor Buoni and Mr. Beenstock agreed to meet with Mr. Schultz at Town Hall after the meeting.

ADJOURNMENT

Mr. Beenstock motioned to close the Executive Session, seconded by Deputy Mayor Watson. The meeting was unanimously adjourned at 9:41 PM.

Respectfully Submitted,

Katherine E. Burger
Township Clerk

DRAFT