



**MAYOR & COUNCIL  
THE BOROUGH OF PEAPACK & GLADSTONE,  
BOROUGH COUNCIL SPECIAL MEETING MINUTES  
MAY 11, 2022**

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The regular meeting of the Mayor and Council of the Borough of Peapack & Gladstone was held on Tuesday, May 11, 2022 at the Municipal Complex, 1 School Street, Peapack, New Jersey and began at 7:02p.m.

Mayor Skinner called the meeting to order. Borough Clerk Nancy A. Bretzger read the Sunshine Notice "Pursuant to the Open Public Meetings Act, Adequate notice of 2022 Meeting Dates was published in the Courier News on May 4, 2022 and in the Bernardsville News on May 5, 2022 and posted at the Municipal Complex and the Borough Library. Action may be taken."

Mayor Skinner announced two important weeks—May 11-17 is National Police Week, with May 15 being National Peace Officers Day to honor the 617 officers who died in the line of duty in 2021 and May 15-21 is National EMS Week to honor our Emergency Medical Service Providers.

Mayor Skinner led the Pledge of Allegiance, followed by a moment of silence for National Peace Officers Day.

Roll Call indicated the following present:

Present: Council President Corigliano, Councilman Caminiti, Councilwoman Dietrich, Councilman Lemma, Councilwoman Murphy, Councilman Sweeney, Mayor Skinner

Absent: None

Also present were: Mr. John Bruder, Esq., Borough Attorney and Nancy A. Bretzger, Borough Clerk/Administrator

**PUBLIC COMMENTS – 5 MINUTES PER PERSON – NON-AGENDA ITEMS**

Donna Brooten of 3 Willow Ave said that in listening to the meeting on May 10<sup>th</sup>, she learned that Dan Megill is leaving and knows that he had been appointed to look over the Liberty Park Improvement Project. She mentioned the desire to have a holiday tree and would like thought to go into where it might be placed. Councilman Lemma replied by stating that he is acting as the Interim Construction Manager and is keeping a master list of items and will add the holiday tree to the list. He stated that it is too soon to place the holiday tree as they are still dealing with drainage issues. Ms. Brooten also stated that she is on the Historical Commission and that Dan Megill was instrumental in receiving the display cases for the Scout Cabin that were donated by the Museum of Early Trades and Crafts but that the display cases still need to be put together. She wanted to mention this so that everyone knows that the display cases will need to be assembled.

There were no other comments from the public regarding non-agenda items.

**RESOLUTIONS**

Council President Corigliano clarified the intent of Resolution No. 122-22 and stated that it is the second amendment to the Affordable Housing settlement with Fair Share Housing Center, which documents and restates the settlement regarding Melillo Equities' Lackawanna Avenue assemblage development and the



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Finpro redevelopment with a storage facility, five (5) affordable housing units and an electric vehicle charging station. He noted that it will be part of a package of approximately twenty documents that will be provided to the court for the hearing on May 26<sup>th</sup>.

**RESOLUTION NO. 122-22** – RESOLUTION AUTHORIZING A SECOND AMENDMENT TO THE AGREEMENT BETWEEN BOROUGH OF PEAPACK & GLADSTONE AND FAIR SHARE HOUSING CENTER was read. Motion was made by Council President Corigliano, seconded by Councilman Sweeney. Said motion was passed unanimously.

Prior to moving into the topic of the meeting, Mayor Skinner asked Chief Steve Ferrante to speak about the recent vehicle chase in town. Chief Ferrante stated that there was an attempt to burglarize or steal a vehicle parked on the street on Oratam Drive and that two individuals left in a bright green BMW convertible. He said that Cpl. Duff initiated a pursuit but broke off the pursuit as the individuals were traveling at a very high speed and he wanted to prevent an accident or injury. The vehicle drove up Pottersville Road at a very high speed and ultimately heading south on Route 206. There was no positive identification of the individuals in the vehicle and Chief Ferrante explained that no videos of the activity were captured. It was later discovered that the green BMW had been stolen from North Jersey earlier. Chief Ferrante stated that he did a follow-up in the area afterward and noticed several garage doors open, which is what prompted him to send the NextDoor message encourage all residents to be diligent.

**OLD BUSINESS**

Chief Ferrante opened the Police Department discussion by thanking the Council for allowing them to come back and speak further. He stated that several questions were sent via email from the Borough Councilmembers and that the questions were divided up between Chief Ferrante, Sgt. Scanlon, and Cpl. Duff for responses. Councilman Caminiti stated that his questions were his own individual questions and not questions that were collaborated amongst the Councilmembers. Sgt. Scanlon responded to Councilman Caminiti's questions that were submitted in advance and noted that the Ratio Based and Workload Based Models were the two that made the most sense for the Borough's Police Department. He said that there is no universal standard and that each police department calculates their data based on all incidents that are involved in; he further noted that he did not get into meta-analysis, which was one of Councilman Caminiti's questions. Councilwoman Murphy inquired as to why the Workload-Based Model is not used that frequently and Sgt. Scanlon said because it is very time-consuming as a lot of data goes into it. He explained that they went back to the year 2012 for data to include. Sgt. Scanlon said that typically the Workload-Based Model works best for police departments with 15k incidents or more and that the Borough's Police Department has 11-12k incidents.

Councilwoman Dietrich asked about the Police Department's specific staffing request which Chief Ferrante said is a total of nine (9) full-time officers and two (2) part-time special officers as the department is understaffed; at times. Officers work shifts of 14-16 hours. Councilwoman Dietrich stated that the PBA contract mentions that a shift can be up to a maximum of 16 hours and Chief Ferrante concurred that yes, they have a general order that they can work a maximum of a 16-hour shift. There was discussion surrounding outside road jobs and Chief Ferrante said that he doesn't allow road jobs if officers are close to approaching the maximum number of hours in their shift.





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Cpl. Duff responded to Councilman Caminiti's questions about shift terms and stated that regarding effectiveness, the department's experience is that they have not had a negative impact with working 12-hour shifts. He stated that there are so many combinations that can be looked at regarding shifts and Councilman Caminiti mentioned that he was looking at studies comparing 8-hour shifts to 10-hour shifts to 12-hour shifts. Cpl. Duff stated that the department has a six (6) patrol element comprised of 2 patrol officers and 1 supervisor for each Squad A and Squad B; the patrol officers work shifts of 6am-6pm or 6pm-6am and the supervisors work shifts of 2am-2pm or 2pm-2am. The Chief and Sergeant are not part of the Patrol Squads. With a 12-hour shift, they are covering more hours of the day with a supervisor that can cover gaps that arise.

Cpl. Duff explained the Pitman schedule and how Kelly (compensation) time is created and that the Police Officers work 2,190 hours per year, as compared to the standard 40-hour per week 2,080 hours per year. Therefore, an additional 110 hours per year are work and they receive 104 hours back of the 110 hours. The 104 hours cannot create overtime for the Borough; the officers receive 26 hours back per quarter per the agreement. The Pitman schedule is set in the Collective Bargaining Agreement; Councilman Lemma noted that the PBA requested the 12-hour shifts as he wanted the members of the public to know that information. The 12-hour shifts are worked as three (3) shifts on, followed by three (3) shifts off. Councilman Caminiti asked about the 104 hours of Kelly Time and Cpl. Duff said that an officer can only use Kelly time when there is adequate coverage. Council President Corigliano said that there is a cap on accruing Kelly Time in the contract. Councilman Lemma noted that additional staffing would enable the officers to use their Kelly Time. Council President Corigliano said that he concurs with Cpl. Duff's conclusion about the 12-hour shifts making the most sense for the Borough's department. Councilman Caminiti asked if the 12-hour shift is the best value to the taxpayers and Chief Ferrante said yes, it is; an 8-hour shift would end up with the most amount of overtime.

Councilwoman Dietrich asked if modeling has been done based on the additional staffing and Chief Ferrante confirmed that yes, there were definitely be less overtime for the current officers when there are more officers employed. Councilman Sweeney said that education and training will always lend to overtime. Councilwoman Murphy asked about the hours of overtime when the Police Department was at the level of nine (9) full-time officers and Chief Ferrante said that he would look it up but didn't have the numbers on him. Chief Ferrante said that his future staffing goal would be ten (10) full-time officers. Councilman Lemma asked about the single-officer shifts. Cpl. Duff said that 56% of the time, an officer worked alone in 2021 with 8 full-time officers and 1 part-time special officer on staff, even with the supplement of Sgt. Scanlon. Chief Ferrante clarified that part-time Special Officers can't work alone.

Council President Corigliano addressed the Chief, Sgt. and Cpl. and said that their presentation was excellent and that he wants them to hire a 9<sup>th</sup> full-time officer. Chief Ferrante stated that they have interviews set up—two individuals that are currently in the Police Academy and other candidates that are PTC). Council President Corigliano asked about the Police Department's scheduling plan to accommodate the 9<sup>th</sup> full-time officer. Chief Ferrante stated that when the 8<sup>th</sup> full-time replacement officer is hired, that will round out the two (2) three-patrol officer squads. The 9<sup>th</sup> officer would potentially be a specialist such as a detective or a traffic officer and the specialist could possibly develop from a current officer. Additionally, once the 9<sup>th</sup> full-time officer is hired, perhaps Sgt. Scanlon's schedule would be changed to a set schedule. Council President Corigliano said that upon hiring the 9<sup>th</sup> officer, the department should be able to reduce overtime in the 2023 budget. He also suggested





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putting a cap on the number of hours the part-time Special Officers can work in a year, either each or combined.

Councilwoman Dietrich commented that she would like to see a female officer pursued, whether it's for the full-time Officer or the second part-time Special Officer. Sgt. Scanlon noted that of the five (5) Morris County Police Academy alternate route candidates, two (2) were already promised jobs and that they interviewed three (3); one of the three has since followed up that he is no longer interested in the position. None of the three individuals interviewed were female and no females have applied to the open position to-date. Sgt. Scanlon explained that alternate route is the path someone takes when they pay their own way to attend the Police Academy.

Councilman Caminiti concluded that the work load model is the most useful for the Borough's Police Department and expressed that public safety is extremely important. He noted that the Officers had stated in their presentation that crime is going up and asked if that is accurate. Sgt. Scanlon handed out a package of statistics regarding crime to each of the Councilmembers, the Mayor, and the Administrator. For 2022, there is only four (4) months of data to date with 14 crimes so far in the Borough this year, compared to 34 crimes in the Borough last year. Councilman Caminiti asked how the data corresponds to the incidents the department responds to; Sgt. Scanlon explained how to interpret the data and pointed out the resident-generated incidents and the times of day that the incidents are reported. Council President Corigliano summarized that the crime numbers have been increasing slightly. Mayor Skinner stated that the data handout will be posted to the Borough website. Sgt. Scanlon noted that it can be accessed from the NJ State Police website under UCR as well.

Councilman Sweeney began the wrap up by saying that he is in favor of expanding the Police Department to a staffing level of nine (9) full-time officers and a 2<sup>nd</sup> Special Officer. Councilwoman Dietrich stated that she is in favor of expanding the department with the condition of monitoring the overtime hours. Councilman Caminiti said that public safety is non-negotiable and that the Borough Council and Borough residents trust the Police Department and said that we need to operate at the highest ethical and professional levels internally as well. He stated that he supports Councilwoman Dietrich's diversity suggestion for hiring, is in favor, and appreciate the supporting documentation. Council President Corigliano stated that he is in favor and that the Police Department has his support. He provided a reminder that this is government and that there are never any guarantees and that the department must be vigilant with budgeting. Tax collection is critical and plays a large part in staffing levels; he mentioned hearsay about a non-profit organization potentially moving into the property of the Borough's current largest taxpayer which could impact the level of tax collection. Council President Corigliano noted that a lot will be happening in the Borough—the hotel has been approved, the Melillo Equities Lackawanna development has been approved, and the Melillo Equities Vernon Manor development has been approved. Councilwoman Murphy said that the Police Department goes above and beyond and that she believes in work-life balance and supports the additional staffing. She encourages the Officers to take their vacation time and Kelly time and expressed her good luck wishes with the search process. She also said that she would love to see a woman on the force. Councilman Lemma said that it was an outstanding presentation and an easy decision for him to approve of a 9<sup>th</sup> full-time Officer and a 2<sup>nd</sup> Special Officer and stated that an adjustment in overtime for the 2023 budget would be anticipated. Council President Corigliano added an additional comment that he is in full support of hiring diverse candidates as well. Mayor Skinner concluded by saying that the expansion of



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the department will increase the bench depth, officer safety, and safety for residents. He said that the Officers all live and breathe the motto on their patch every day, is in favor, and wishes them good luck with the hiring process.

**RESOLUTION NO. 123-22** – RESOLUTION AUTHORIZING THE BOROUGH OF PEAPACK & GLADSTONE POLICE DEPARTMENT TO INCREASE STAFFING TO NINE (9) POLICE OFFICERS AND TWO (2) CLASS II SPECIAL OFFICERS was read. Motion was made by Councilman Sweeney, seconded by Councilman Lemma. Said motion was passed unanimously.

Borough Administrator Nancy Bretzger confirmed that the Resolution to accept Officer Damiano's resignation included the Police Chief's authorization to hire a replacement.

Chief Ferrante thanked the Borough Council for tonight.

**PUBLIC COMMENTS – 3 MINUTES PER PERSON – AGENDA ITEMS**

Mayor Skinner asked if any member of the public wishes to speak about agenda items.

Mike Koppes of 25 Willow Avenue thanked everyone for working very well together.

There being no other matters to be addressed by the Governing Body at this time, a motion was made by Councilman Lemma, seconded by Councilwoman Murphy, that this meeting be adjourned at 8:42p.m. This motion was carried unanimously.

Respectfully submitted,

Nancy A. Bretzger, Borough Clerk