

**MOUNT LAUREL TOWNSHIP COUNCIL
WORK SESSION MEETING
MARCH 19, 2009**

A Work Session Meeting of the Mount Laurel Township Council was held on Thursday, March 19, 2009 in the Courtroom of the Mount Laurel Municipal Building. The meeting was called to order by Mayor Keenan at 6:30 p.m.

ROLL CALL

The members of Council present were Mayor Keenan, Deputy Mayor McCaffrey, Councilwomen Bobo and Riley and Councilman Smith. Also present were Patricia Halbe, Municipal Clerk; Debra Fourre, Township Manager; and Christopher Norman, Esq., Township Solicitor. Township Auditor, Robert Marrone was also present.

PUBLIC ANNOUNCEMENT

The Public Announcement, which is required by the "Open Public Meetings Act" of the State of New Jersey and read at every meeting of the Township Council was read by the Municipal Clerk.

Mayor Keenan stated that this was an informal meeting for discussion of the 2009 budget. Council agreed that due to the large number of people in the audience, they will allow them to come up and speak now and will have another public comment period at the end of the meeting.

Robert Erlich – 329 W. Adams Avenue, Magnolia – he is a 28 year employee of the township. Stated he had attended a safety luncheon six to eight weeks ago and Deputy Mayor McCaffrey had commented what a good job they are doing and that no one would have to worry about your jobs while he was in office. He questioned whether Deputy Mayor McCaffrey had said that and whether he still stands by that.

Deputy Mayor McCaffrey stated that that he would state again today that they are doing a good job and he indicated that he had said words very similar to that.

Mr. Erlich questioned if people are not paying their taxes and is that why there is a shortfall. They had received a contract counter-proposal and it is not looking good.

Ms. Fourre stated that the collection rate last year had a minor reduction of less than 1/20 of a percent but the township is seeing a great number of tax appeals and that is reducing the amount that can be raised on taxes and there are also challenges with the revenues.

Councilwoman Riley questioned what Mr. Erlich was speaking about regarding a counter-proposal. Mr. Erlich responded that their union submitted a proposal and met with the Manager and her staff and were threatened with layoffs, 12 furlough days, loss of longevity and no raises.

Mayor Keenan stated they all feel that the public works department does a great job. He appreciates their hard work. Council was specific about not wanting layoffs but they are concerned with this year coming up.

Nancy Groark – 1361 Hainesport-Mount Laurel Road- Indicated that desperate times call for desperate measures. She is concerned about furloughs but if there must be furloughs, she would like them to be as painless as possible. A comment was also made that there can be no long weekends during furloughs and she feels that it would be a little less painful if it was allowed to have some three day weekends.

Councilwoman Riley stated that no decisions have been made on that topic. No one wants any impact on any employee. To us, you are our Mount Laurel family and we do not want an impact on our Mt. Laurel family either.

Councilwoman Bobo – said that the discussions seem to have been expanded on without Council's knowledge. It was by no means a definite. Council was just doing our due diligence. Council has not received answers to many of our questions on that topic.

March 19, 2009

Mayor Keenan stated that the department heads presented their budgets to the Manager in November. Council asked her to prepare a 0% increase budget so that they would know what it looked like as a baseline. One of the suggestions that came back from the Manager was for one-week furlough. On March 5th, she came back with a recommendation for a two-week furlough. The suggestions were from the Manager and we asked questions that we wanted the answers to. Council is concerned about foreclosures. There are two types of people out there, those who are laid off and those who are afraid of being laid off.

John Hamilton – 3006 Tarnbrook Drive – Stated that previously the township was a family, it is not now. What you are telling us here is not what is being relayed to us. The employees are under the impression that there will be layoffs and furloughs. He is tired of hearing that taxes are going up because of pensions. Employees' pensions are on the rise and the municipality has had all the breaks. He counts on his pension when he retires and takes offense that it is thrown back on the employees.

Mayor Keenan – Stated he is concerned with the state pension deferrals. If taken, they are to be paid back over 15 years at an annual interest rate of 8.25%. The State says that we are getting a 4% cut in aid because our income is too high and our taxes are too moderate.

Chief Fran Pagurek – Victoria Court, Mount Laurel – Indicated that he was told at a staff meeting that the township had on the table an option of a one or two week furlough and were told to take it back to our employees to let them know that it was on the table. Another option was said to be layoffs but that Council wanted to avoid layoffs at all costs. Most of the dept. managers went back and relayed that information. We did not get raises last year and are told there will be no raises this year or next so if we take furloughs, it affects our pensions. It was important that he relayed what was told.

Marge Howardell - 12 Danbury Dr., Aerial, New Jersey – represents AFSCME, Local 3263. She has a copy of their contract proposal. She understands that there is no legal guarantee that there will be no layoffs even if employees are furloughed. The members could be in double jeopardy. She hopes that Council would consider their contract. She asked if they were working with an outside consultant that could make recommendations to save money.

Kenneth Grabowski – 1001 Hainesport Road – Asked what cuts or measures were taken last year. Fees were recommended to be increased by the department heads in March, 2008. He feels the Manager should resign and he is asking for her resignation. The EMS billing took too long to implement and revenue was lost. It used to be a family here but it has not been since the day this Manager took the position.

Ms. Fourre – Stated she had brief discussions last year about raising fees but the 2008 Mayor was not in favor of doing so due to the economy.

Councilwoman Riley stated that we were already losing revenues in DCD last year and did not want to increase fees for residents.

Councilwoman Bobo stated that it was not incorporated in the budget information she has received.

Councilman Smith indicated that they do not want to make increases without comparisons of what other towns are doing.

Raymond Holshue – 9 Smallwood Court, Marlton – Director of DCD - Stated he is mandated to give recommendations to Council and the Department costs are going up and he gave recommendations to the Manager last year. He is now working on a new fee schedule of recommendations to give to Council. If his department does not break even, they can go to a third party agency, raise fees or lay people off. He is very fortunate that most of his inspectors are multi-licensed so he only needs to send out one inspector

March 19, 2009

instead of three. He has been very proactive in keeping costs down and is hopeful that his department can break even this year. These are not tax increases, they are user fees.

Mayor Keenan questioned when the recommendations had been submitted. Mr. Holshue responded that they were given to the Manager last year but the latest one was given three hours ago.

Mayor Keenan and Deputy Mayor McCaffrey both indicated they did not see the fee increase recommendations from the Manager last year.

Mr. Holshue indicated that he estimates an additional \$100,000 in permit fees with the new fee recommendations.

Mayor Keenan last recalls it in 2007 and asked that Mr. Holshue provide him with the date he presented it last year, if he had done so.

Carol Modugno – 34 Hilliards Bridge Road, Vincentown – Stated she was here before about 17 people not getting raises and she is here again to speak for them. This is the 2nd year of no raises. She does not understand how a great raise was given to the police but no money was left for other employees a month later. The money was in the budget but it disappeared. She cannot be in the union because she is confidential but others that are more confidential than her are being allowed in so they get their raises. Why can't everyone be treated fairly. If one person gets a raise, they all should get a raise.

Richard Johnson – 122 Kings Croft, Cherry Hill – Shop Stewart for Local 1034 - Stated that when they heard the announcement about furloughs, most of the clerks were upset and scared. They have already lost 1/3 of the clerks through attrition and promotions. We have some of the lowest paid clerks in the area. It is shaking them and troubling to them.

Janice Husted – 128 Fleetwood Avenue, Mount Laurel – Has lived in Mount Laurel for 45 years and has been a township employee for 25 years. Stated that there are a number of disgruntled employees. She does not know how to relay just how upset the employees are. Her Department Head came back and said Council would like to see one trash truck route cut. He also said Council wants a furlough, no more longevity, no more sick-buy back and no raises for so many years. If that is not what was said, someone needs to tell us the truth. She has worked for this township too long and doesn't like what she sees. She does not like working for a bully and someone who thinks they are better than us, because they are not.

Yvonne Caldwell- 33 Rancocas Blvd, Mount Laurel – Asked if this budget includes the ballfields and the roof at Farmers Hall. How can money be put out for those things and now they can't afford to pay the employees?

Mayor Keenan stated that there is no capital program for this year, which is a concern of his. We need to plan for the future in increments. Some money for the turf field was appropriated in 2006.

Mrs. Linda Lewis – CFO – stated that Council re-appropriated some old capital money from previous years.

Councilwoman Riley stated that in reviewing the packets, it was even recommended that special events be eliminated.

Barry Parker Jr. – 120 Canterbury Road, Mount Laurel - Shop Stewart for AFSCME – He does not like what he has seen over the years and questions why they do not go to the transfer station instead of to the landfill. The money that was used to purchase land could be used for the budget.

March 19, 2009

Mayor Keenan explained that the voters approved a referendum for the land and it cannot be used for anything other than open space.

John DeSimone – 845 Lafayette Drive, Mount Laurel – Stated that the consensus here is to look for money and questioned if grants have been applied for.

Mayor Keenan responded that Council came up with a stimulus package of their own and presented it to Senators Lautenberg and Menendez, later met with Congressman Adler and then gave a copy to Governor Corzine. He then met with the NJDOT Director and talked about the I295 exit being fixed with the stimulus money. He was told that it is too large a project for the stimulus money. Council has asked for \$10,000,000 to clean out the Pennsauken Creek, Rancocas Woods sewer and water installation, under-drainage in Ramblewood section, money for Parkers Creek Cleanout, money for a senior bus and affordable housing. They have not heard back. They were told last year that some grants were drying up.

Stephanie Wotasek - 44 Indiana Avenue, Blackwood– Stated that the Manager is trying her best. It is a hard position and she is being given a bad rap by everyone. She blames the last President for the economy, he did not help anyone.

Steve Lucas – AFSCME Union President – 346 Ridge Road, Browns Mills – Voiced concern about the budget and was told about furloughs and layoffs and they are worried.

Brenda Kuhn – 1343 Hainesport-Mount Laurel Road, Mount Laurel –Township Tax Collector - Questioned if Council looked at a four-day work-week which could save on heating and cooling bills. She had voiced to the Manager that it was not right that the 17 people did not get raises last year when the money was in the budget. She had suggested a four-day work-week and they would have longer days to serve the public. Many companies have gone to that and it seems to be effective for them. She believes furloughs will affect their pensions.

Terri Paglione – 26 Compass Circle, Mount Laurel- Township Tax Assessor – Stated that many residents talk about the large tax increases and her office explains to them that it is the other agencies. She does not hear the other agencies talking about furloughs. Perhaps there should be a one-year or two year moratorium on the open space tax if we are in such dire straights. She would love to have Council come in to answer the phones when the tax bills go out to hear what the residents say. She hopes that furloughs are not needed because it will destroy morale. Her goal is always to give service to the taxpayers but when you don't have the staff, you cannot provide the service and it will hurt Council too. She was told that the furloughs were definite and if there were no furloughs, then there would be layoffs.

Mayor Keenan responded that the residents always complain about the tax bills and you see it firsthand. Council understands it since they heard it when they talked to the residents. The State now has a revenue cap and an appropriation cap and Council has to look at the moderate tax that we have and keep it that way. The questions that you are asking about furloughs are the same questions that Council is asking.

A short recess was taken at 7:50 p.m. and Council returned at 8:07 p.m.

2009 Budget

The Manager, Ms. Fourre, indicated that since the last presentation, they have received confirmation that the State aid to Mount Laurel has been decreased by \$174,000. Most department heads have reduced their budgets further but they are not consistent with her recommendations. She has had Mr. Marrone run four scenarios to find out true tax implications. None of them include a deferral of any pension. The MUA will have a final answer after their April 21st meeting as to whether they will be providing any funding.

Mayor Keenan stated that if the department heads were here, they could talk to them directly about their budgets.

March 19, 2009

The Manager indicated that the Mayor Council operating expense budget had been reduced by 44% by recommendation of Pat Halbe. Ms. Halbe indicated that it was based on having only one Newsbreak for 2009.

Council discussed improvement of the website in lieu of a Newsbreak but since not everyone has web access it was decided that the Newsbreak funds should be kept in the budget.

The Manager's office includes miscellaneous items but there is no increase in the line item. Gerry Bucci is being paid under DCD but could be moved to the Manager's budget. The professional services line includes the new contract with Bach Associates.

The Manager reported that the Township Clerk's Office salary and wages were reduced by 3%. The line item was reduced greatly last year by transferring many of the costs to the PAWS Trust Account. Ms. Halbe has recommended increases in the PAWS membership fees by \$25.00.

The Manager reported that the insurance costs represent a 4% increase from last year. She also indicated that legal services are up due to recent activity and she recommends \$300,000.

Mr. Norman stated that the COAH obligation is enormous and the legal preparation is driving up legal costs.

Ms. Fourre indicated that the special legal line item is for the special labor counsel for contract negotiations for 3 contracts that are open and for EMS volunteer contracts.

The Manager reported that the Finance Office is operating with two less staff that they are not asking to replace them. There is a salary adjustment for one of the clerks and for the Director of Finance. One is for an upgrade in title for an employee due to their responsibilities and a \$10,000 increase for the Finance Director.

Mr. Marrone stated that the audit figure in the budget is actually for the audit, other financial work and budget work.

Councilwoman Riley asked if there was any wiggle-room in his figure. Mr. Marrone indicated that his firm is already not billing at 100%.

Mrs. Lewis stated that the salary increases were budgeted in 2008 but were not approved and she was told to put them in for this year. She also serves as purchasing agent in addition to Finance Officer and did not receive any additional compensation when she became that. She did receive the statutory increase last year.

Mayor Keenan questioned if we can do anything to speed up payment of bills. The Manager indicated that the township is looking at electronic purchasing. Mrs. Lewis indicated that it became a cash flow issue last year due to the late adoption of the budget as evidenced by the decrease in interest income. Mayor Keenan would like to streamline the payment process so we do not lose the lowest priced vendors. Mrs. Lewis also indicated that she was hoping to reallocate old capital money for new computers and a new server. The unallocated line item is for transfers for other departments. The \$23,000 for professional services is for bond counsel.

The Manager reported that she did not fill a position in the Assessor's office when the person voluntarily resigned. She does not recommend filling this position but Stephanie Wotasek would become a flier between several departments when needed. The operating expense was increased to pay for appraisers to defend against tax appeals.

Ms. Fourre indicated that the Tax Collector had a vacancy for a deputy when she was promoted. The Manager is proposing reaching out to existing employees for one of them

March 19, 2009

to be certified as a deputy tax collector and to promote within. They may need to transfer other staff around as the total staffing would still be at 3 people.

Brenda Kuhn, Tax Collector, stated that she needs more hands during heavy collection and she does not want to lose one of the clerks she has now to get a deputy. Mrs. Lewis agrees that Brenda Kuhn needs a Deputy. She indicated that the Assessor has two deputies and the Court Administrator has two deputies. These are divisions that are under her although each person handles their own departments.

Ms. Fourre reported that the Court is down staff members with one less clerk but is stable. Councilwoman Riley questioned where the prosecutor's salary is included in the budget. The Manager will check into it and let Council know.

Ms. Fourre, Township Manager, stated that the police salary and wages is recommended at \$7,348,227 which includes dispatch and school crossing guards and is up 1% from last year. The other expense line item is the same as last year. It includes an estimated 3% for raises for dispatchers.

Mayor Keenan questioned Chief Lehmann as to whether, with the new restructure to 12 hour shifts, is as much oversight as we now have needed. Chief Lehmann stated that it was unsafe previously and there was insufficient supervision. They are saving on overtime and have more personnel out there able to do the job safely and with the proper supervision.

Councilwoman Riley stated that she noticed that Chief Lehmann was recommending canceling of the police expo and questioned if other towns helped with the costs. Chief Lehmann stated that SEOC agreed to sponsor the program but the budget costs are strictly overtime costs and we need to look at the core mission of the department.

The Manager stated that Emergency Management costs remain the same, \$9,000.

For EMS, the Manager's recommendation includes the hiring of the Deputy Chief since Chief Pagurek needs a second in command. The Deputy Chief would be assigned to the late shift. The other expenses recommended by Chief Pagurek is \$165,250 and she agrees with him on that number instead of the \$143,650 that she had originally proposed. It also includes a \$10,000 increase for Chief Pagurek to bring him more in line with other department heads.

EMS Chief Pagurek stated that in 2006 they had a \$30,000 aid to firefighters grant for operating software and the money to operate that program was put in the operating capital last year. Also, due to the EMS fee for service, they have lost their EMS State training funds. His career personnel do a lot of other duties which saves a lot of money with a minimal amount of overtime.

Ms. Fourre indicated for the Public Works, Roads Repairs, she has made a 2% reduction as recommended by the department head. Mr. Basim indicated that he needs more funds for salt at the beginning of the year.

For Public Buildings and Grounds, her salary recommendations of \$226,000 are consistent with the recommendations of the department head. Ms. Fourre stated Mr. Basim had completed a report for the library and the township may want to charge the library for \$19,000 of maintenance performed by the township. The landscaping is a new line item that was previously in the Manager's office for materials used around the municipal complex.

Ms. Fourre stated that under Maintenance of Motor Vehicles, they had an employee transfer but due to aging fleet and additional wear and tear on police vehicles, she is now recommending filling the position. Mr. Basim felt that the position is needed and he has asked for overtime on Saturday that she did authorize.

March 19, 2009

The Manager put in the numbers that both the Engineer and Traffic Engineer had requested. Mrs. Lewis stated that the engineer bills are reviewed and checked as capital expenses vs. budget expenses. There may still be outstanding bills from last year.

Garbage and Trash Removal – The Manager is recommending eliminating the 2nd trash collection in the summer and also going down to only 3 trash trucks year-round. The County is running a work/study program offered at no cost and she has indicated that the township may be interested in utilizing those people. They would be seasonal employees.

Deputy Mayor McCaffrey questioned any cost savings if we used the transfer station.

Mr. Basim stated that there is not much savings going to the transfer station and it may cost more but it will save on tires, gas etc. There was a significant savings calculated when the fuel was \$4.00. He felt that when the weather gets better, it will be problematic operating with only 3 trucks. The Manager stated that the tipping fees went up 3% this year. Mrs. Husted stated that under the new recycling law, we will receive back funding of \$3 per ton for solid waste that will go into a dedicated recycling fund.

Ms. Halbe discussed the MACCS program and the need to pass a resolution for participation. We know the cost per household for trash removal under the MACCS Program. Right now there is no incentive for the condo associations to negotiate a good rate with the hauling companies. Council agreed to advertise a special public meeting for Monday for passage of a resolution for participation in the MACCS program.

Parks and Recreation – The Manager indicated that she had cut the recommendation for another truck driver from the department. Mr. Giangiulio stated that he does not think the sponsorships for the Fall Festival will be there this year and the costs may need to come from the budget. The sponsorships pay for the entertainment. Mayor Keenan questioned if the Manager had sent the sponsorship letters out yet. Ms. Fourre stated that she had not yet sent them out and they will go out next week. She also indicated that the Chamber of Commerce may be interested in assisting us. The Manager has taken custodian fees for the school out of the recreation budget.

Mayor Keenan questioned whether the letter had been sent to Lenape about their custodian billing and the Manager indicated it had not yet been sent.

The Manager reported that the Planning Board operating expenses have been cut significantly by Mr. Holshue for legal fees due to the current light workload. The Zoning Board operating expenses have also been cut due to lower legal fees. The Construction Code Official expenses have been reduced by 26% and the salary and wage line does not include any additional personnel. Mr. Holshue indicated that his inspectors are all cross-licensed and they use that to the best of their ability.

The Manager indicated that the increase in utilities is 2% for this year but is 21% over the three-year growth. Mr. Marrone reported that PERS and PFRS are now required to be inside the cap and there is an adjustment made by the State for that. Mr. Marrone has not yet received any information on grants for this year so they are not included.

Ms. Fourre stated that there is no capital budget but there is \$65,000 in the capital improvement fund for some smaller capital purchases or for the down payment if we do bond. Last year, a debt service analysis was done and old capital money was used for purchases rather than authorizing new debt. Some departments have put in requests this year for new capital purchases.

Mr. Marrone stated that you have \$36,600,000 of expenditures and if you really wanted to zero it out you need to take some drastic measures. The anticipated revenues are reduced from prior years, the franchise fees are down and there is a loss of State aid.

March 19, 2009

When you budget under what is generated, the additional monies go into the subsequent years fund balance. You do have the ability to raise taxes this year without going to the local finance board. For the EMS billing, a certification is required by the CFO for any new revenue source. The collection percentage for 2008 was 99.09% which was very good. The local tax for municipal purposes is \$15,900,000 but there is a concern about tax appeals. They can be paid over a five-year period as a special emergency if they are that significant. If you offset all your appeals to just a following year, it will affect your collection percentage.

Councilwoman Riley questioned whether any of the four scenarios presented included furloughs. Mr. Marrone indicated that they did not. They also do not include any deferral of pensions. The EMS billing estimate is included. The remaining deferred school tax amount that could be used is \$3,500,000. If pension is deferred, the Township must go before the local finance board and show fiscal stress for approval of the deferral. He believes that it is mandated that if you defer pensions, you must do 50% deferral.

Councilwoman Bobo questioned whether the township would even qualify at the local finance board. Mr. Marrone indicated that he did not believe that we would.

Mr. Marrone indicated that if you apply for extraordinary aid, you would want to do an estimated tax bill since the adoption of the budget would be delayed. You also cannot make any material change to the budget after you go before the local finance board.

Deputy Mayor McCaffrey stated that a budget can change dramatically after you introduce it.

Mr. Marrone and Ms. Fourre indicated that the options offered all are without pension deferrals, without use of any MUA monies, with no furloughs, EMS billing is in there, all options are shown with four trash truck crews, all are without a second trash pickup in summer. Ms. Fourre stated the options do not reflect the department heads final and best submission to her.

Mayor Keenan stated that the Manager needs to make final revisions with the department heads and bring it back to Council.

Councilman Smith questioned what the current school deferral amount is. Mr. Marrone responded that it is currently at 45.92% without any additional deferral for this year

Mayor Keenan expressed concern that there is no capital. He knows that ambulances, trash trucks and other equipment need to be updated.

Deputy Mayor McCaffrey questioned if there are any restrictions on how the MUA money could be used if received. Mr. Marrone indicated that it could be used in the budget as Council saw fit.

Mayor Keenan wanted everyone to know that layoffs are happening in Mount Laurel. Council received notice that Fleur Enterprises is laying off 128 employees, effective May 18th. This is why Council is trying to do what is best for both the employees and the residents.

Public Comment

Doris Dever – 10 Orchard Way, Mount Laurel – Stated she does not mind parting with the summer second trash collection rather than have anyone laid off.

Jim Machinski – 125 Glenbrook Drive, Mount Laurel – Asked people to quit choosing sides. He felt Council should lead by example and give up their salary and the attorney should serve pro bono.

March 19, 2009

Barry Parker – 120 Canterbury Road, Mount Laurel – Shop Stewart for AFSCME – He feels that a trash truck cannot be taken off the road or there will be more workers compensation cases from the men rushing. They have a lot of people that were not replaced and their salaries could be used in lieu of layoffs.

Janice Husted – 128 Fleetwood Avenue – Would like clarification as to whether only certain offices are budgeted to get raises. She thought that money could be used to reduce the budget. She also feels that double trash collection is not needed. She believes that most people will understand this year.

Mayor Keenan clarified that raises are included in the budget proposal across-the-board.

Daniel Donegan – 10 Chestnut Street – Lumberton – Trash truck driver – In warmer weather, there is more trash and if a truck is taken away there will be a lot more overtime.

Robert Erlich – 229 West Adams Avenue, Magnolia – Trash Truck Driver – A couple of weeks ago due to the snow, a couple of drivers were taken away to plow. Right now it is light and the trash is not as heavy. Normally, during this time of year, they are done between 11 a.m. and 1 p.m. depending on circumstances. On Monday, they did not get done until almost 5 p.m. and Tuesday and Wednesdays are their heaviest days. He knows a lot of people want double pickup but in these tough times, he would rather see that cut than see a man lose their job.

Comments by Professionals

Ms. Fourre stated that Mr. Basim did not address elimination of the second trash pickup in his budget and asked if two scenarios should be run, both with and without second pickup. Council agreed that it should.

Comments by Council Members

Councilwoman Riley - thanked everyone for coming out and staying so late.

Deputy Mayor McCaffrey - thanked everyone for coming out and expressing your opinions.

Councilwoman Bobo - thanked everyone for coming out. She wants everyone to know that Council did hear them and they are listening.

Councilman Smith – Thanked all for coming and without their comments it would be a much more arduous task. Council is trying to balance the employees needs with the needs of the public.

Mayor Keenan – Also thanked everyone and appreciates their input.

Adjournment

A motion was made by Councilwoman Riley and seconded by Councilwoman Bobo. All were in favor and the meeting was adjourned at 11:32 p.m.

Respectfully submitted,

Patricia Halbe, RMC
Municipal Clerk

The minutes of this meeting are summary minutes. A copy of the tape recording of this meeting will be available in the office of the Municipal Clerk for four years.

