

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

HUDSON COUNTY
BOARD OF CHOSEN FREEHOLDERS

RE:

REGULAR MEETING : TRANSCRIPT OF
OF THE :
HUDSON COUNTY BOARD OF : PROCEEDINGS
CHOSEN FREEHOLDERS :
:

O P E N S E S S I O N

Hudson County
Administration Building,
Freeholders Chambers
567 Pavonia Avenue
Jersey City, New Jersey
Thursday, October 10, 2013
6:00 p.m.

B E F O R E:

- ANTHONY ROMANO, CHAIRMAN
- ALBERT CIFELLI, Freeholder
- DOREEN DiDOMENICO, Freeholder
- JEFFREY DUBLIN, Freeholder
- THOMAS LIGGIO, Freeholder
- E. JUNIOR MALDONADO, Freeholder
- JOSE C. MUNOZ, Freeholder
- WILLIAM O'DEA, Freeholder
- TILO RIVAS, Freeholder

A L S O P R E S E N T:

- EDWARD J. FLORIO, ESQ., Board Counsel
- DONATO J. BATTISTA, Hudson County Counsel
- ABRAHAM ANTUN, County Administrator
- ALBERTO G. SANTOS, County Clerk

Page 2

1 THE CLERK: Freeholder Cifelli.
 2 FREEHOLDER CIFELLI: Here.
 3 THE CLERK: DiDomenico.
 4 FREEHOLDER O'DEA: Absent.
 5 THE CLERK: Dublin.
 6 FREEHOLDER DUBLIN: Here.
 7 THE CLERK: Liggio.
 8 FREEHOLDER LIGGIO: Here.
 9 THE CLERK: Maldonado.
 10 FREEHOLDER MALDONADO: Here.
 11 THE CLERK: Munoz.
 12 FREEHOLDER MUNOZ: Here.
 13 THE CLERK: O'Dea.
 14 FREEHOLDER O'DEA: Here.
 15 THE CLERK: Rivas. Chairman Romano.
 16 CHAIRMAN ROMANO: Here.
 17 THE CLERK: Please stand for the
 18 Pledge of Allegiance.
 19 (Flag Salute.)
 20 CHAIRMAN ROMANO: Proceed, Mr. Clerk.
 21 THE CLERK: Adequate notice of this
 22 meeting has been provided as follows:
 23 1. Posting notice of Resolution No.
 24 8-1-2013 on the Freeholder's Bulletin Board, Third
 25 Floor, Administration Building Annex, Jersey City,

Page 3

1 New Jersey.
 2 2. Copies of the above mentioned
 3 resolution have been sent to the County Clerk and
 4 the editors of the Jersey Journal and the Star
 5 Ledger.
 6 The first order of business tonight is a
 7 laudatory, Mr. Chairman, which will be distributed
 8 now. Entitled To commend the Jersey City Composite
 9 Squadron NJ112 of the Civil Air Patrol on their
 10 service to the County of Hudson and their role in a
 11 rescue while training in Pennsylvania.
 12 CHAIRMAN ROMANO: Board as a whole.
 13 THE CLERK: The members of the Civil
 14 Air Patrol are here. Should I read this into the
 15 record, Mr. Chairman?
 16 CHAIRMAN ROMANO: Yes.
 17 THE CLERK: Whereas, the Civil Air
 18 Patrol was founded in December 1941, by a fledging
 19 group of volunteers led by civilian pilots who flew
 20 their own planes to support America's effort in
 21 World War II, primarily by flying reconnaissance
 22 missions near the country's coasts to protect cargo
 23 ships. In 1948, the Congress of the United States
 24 passed Public Law 57, permanently establishing a
 25 Civil Air Patrol as the auxillary of the United

Page 4

1 States Air Force, with the three primary missions of
 2 emergency services, cadet programs and aerospace
 3 education; and
 4 Whereas, the Civil Air Patrol has emerged
 5 to become one of the national's premier humanitarian
 6 service organizations, saving lives, finding those
 7 who are lost, helping fellow citizens in times of
 8 disaster, working to keep America safe, preparing
 9 future leaders, offering aerospace education to
 10 inspire our nation's youth and honoring our
 11 military; and
 12 Whereas, the Civil Air Patrol has become
 13 known worldwide for its unique emergency services
 14 operations, performing vital search and rescue
 15 disaster relief and other important emergency
 16 missions for what now numbers more than 1,500
 17 communities across America and the 50 States, as
 18 well as the nation's capital and Puerto Rico; and
 19 Whereas, the Civil Air Patrol, supported
 20 by the world's largest fleet of single engine
 21 aircraft, equipped with high-tech tool boxes like
 22 full-motion video, infrared cameras and glass
 23 cockpit aircraft, has established itself among the
 24 nation's search and rescue elite, now participating
 25 in up to 90 percent of the Air Force's inland search

Page 5

1 and rescue missions; and
 2 Whereas, the Civil Air Patrol's youth
 3 program currently includes nearly 27,000 cadets, who
 4 benefit from a curriculum that trains them to be
 5 leaders, offers them opportunities for flight
 6 including pilot training, and teaches emergency
 7 services techniques; and
 8 Whereas, established in 2000, the Jersey
 9 City Composite Squadron NJ112, has excelled in
 10 fulfilling the missions of the Civil Air Patrol in
 11 Hudson County; and
 12 Whereas, at a training exercise in
 13 Pennsylvania on May 4th, 2013, the seniors and cadet
 14 members of the Jersey City Composite Squadron saw an
 15 aircraft glider strike a tree. They ran to the
 16 scene and found the pilot unconscious in the cockpit
 17 with a severe wound across his forehead. Major
 18 Gilberto Sanchez of the squadron forced open the
 19 canopy of the aircraft, and Mayor Brian O'Neal,
 20 Captain Pete Mitchell and cadets, Roberto Cavanaugh
 21 and Issac Alberto provided medical assistance by
 22 applying pressure and bandages to the wound. Upon
 23 arrival of a medevac helicopter, Major O'Neal
 24 provided direction to the helicopter pilot and
 25 secured the crash site with other squadron members,

Page 6

1 facilitating the transport of the pilot to a nearby
 2 trauma center; and
 3 Whereas, the following members of the
 4 Jersey City Composite Squadron, NJ112, participated
 5 in the rescue of the pilot and exemplify the
 6 extraordinary training and teamwork of the Civil Air
 7 Patrol. Incident Commander, Brian O'Neal; Ground
 8 Team Leader, Jose Quintero; Ground Team Members,
 9 Maria Quintero, and Pete Mitchell; Urban Directional
 10 Finding Members, Gilberto Sanchez and Daisy
 11 Caballero; and Judith Mitchell, who is also an EMT;
 12 Ground Team Training Members, Mariet Libreros,
 13 Sidney Mendoza, Angel Ramirez, Joseph Santiago,
 14 Roberto Cavanaugh, also EMT, and Issac Alberto, also
 15 an EMT; and
 16 Whereas, the outstanding actions of the
 17 members of the Jersey City Composite Squadron are a
 18 credit to the squadron, the Civil Air Patrol, and
 19 the County of Hudson and bring honor to those who
 20 serve in the Civil Air Patrol.
 21 Now, therefore, be it resolved by the
 22 Hudson County Board of Chosen Freeholders as
 23 follows.
 24 1. The Board does hereby honor the men
 25 and women who serve their fellow citizens through

Page 7

1 the Civil Air Patrol, Jersey City Composite Squadron
 2 NJ112; and
 3 2. The Board does hereby commend the
 4 members of the Jersey City Composite Squadron NJ112,
 5 for their devotion to Civil Air Patrol ideals and
 6 their outstanding teamwork in the rescue of a glider
 7 aircraft pilot on May 4th, 2013.
 8 For the record Freeholder DiDomenico is
 9 here.
 10 Freeholder Cifelli.
 11 FREEHOLDER CIFELLI: Yes.
 12 THE CLERK: DiDomenico.
 13 FREEHOLDER DiDOMENICO: Yes.
 14 THE CLERK: Dublin.
 15 FREEHOLDER DUBLIN: Yes.
 16 THE CLERK: Liggio.
 17 FREEHOLDER LIGGIO: Yes.
 18 THE CLERK: Maldonado.
 19 FREEHOLDER MALDONADO: Yes.
 20 THE CLERK: Munoz.
 21 FREEHOLDER MUNOZ: Yes.
 22 THE CLERK: O'Dea.
 23 FREEHOLDER O'DEA: Yes.
 24 THE CLERK: Chairman Romano.
 25 CHAIRMAN ROMANO: Yes, and I'll throw

Page 8

1 out one of the parents that are here, the Jersey
 2 City Councilman, a very good Councilman, Bobby
 3 Cavanaugh. Unfortunately, he moved out to Bayonne,
 4 but he's a Jersey City guy at heart. Bring up the
 5 group for a photo, please.
 6 (Photograph.)
 7 CAPTAIN SANTOS: Captain Eric Santos.
 8 I'm the public affairs officer for the Jersey City
 9 Composite Squadron of the Civil Air Patrol. Members
 10 of the Board, everyone I was with tonight thank you
 11 for recognizing the squadron, thank you for the
 12 recognize these members.
 13 I was not present on May 4th, but I knew
 14 something was wrong. I was actually down in Florida
 15 receiving text messages. I was flight instructing,
 16 and several members, three or four members were
 17 giving me the same message that something was wrong
 18 that you prepare for as an organization, and you
 19 hope that you never have to respond to it and never
 20 have to use.
 21 A lot of people don't realize that the
 22 organization is made up of volunteers. This is all
 23 giving of their time to support the community, to
 24 support the nation, to support a lot of different
 25 things, specifically, the cadet program. These kids

Page 9

1 come every Saturday to our squadron in Jersey City,
 2 and they show up ready to do whatever, to learn, to
 3 prepare for service to the community, state and
 4 nation. They prepare for their futures, and they
 5 make the world a better place for all of us, the
 6 adults as well.
 7 It's great organization, and I really
 8 thank you for recognizing this organization because
 9 a lot of people say it's one of the best kept
 10 secrets. Not a lot of people know what the Civil
 11 Air patrol is and what we do. In fact, even the
 12 military going onto the base, what is this, what do
 13 you do? So it's great to actually get the word out
 14 there and get the recognition. So on behalf of the
 15 squadron commander, thank you all.
 16 CHAIRMAN ROMANO: Thank you.
 17 FREEHOLDER MALDONADO: I just wanted
 18 to take the opportunity to say thank you for your
 19 efforts. I know what the Civil Air Patrol is
 20 because at one juncture years ago, I was a senior
 21 out of the Teterboro Squadron before they moved into
 22 Jersey City. I go back a few years. I won't say
 23 how many.
 24 I know it's a lot of commitment, a lot of
 25 dedication on all your parts, and we as citizens of

Page 10

1 the City and the County and State thank you for
 2 taking that time and that effort to learn to be
 3 trained because one day it could be us needing your
 4 assistance, and we're glad to know that you're
 5 getting that proper training if that day should
 6 arise that we will be in good hands. So thank you
 7 for being there. I would like to thank the County,
 8 the vocational school, because one of the facilities
 9 that they use for their squadron started at the
 10 County Prep School on Montgomery Street.
 11 I would like to thank the County and the
 12 school for their participation and allowing the
 13 squadron to be able to get their exercise and their
 14 classwork in. Thank you for being here.
 15 CHAIRMAN ROMANO: Continue,
 16 Mr. Clerk.
 17 THE CLERK: The next order of
 18 business is additional discussion on today's agenda.
 19 MR. ANTUN: Mr. Chairman, may I?
 20 CHAIRMAN ROMANO: Go ahead.
 21 MR. ANTUN: Mr. Chairman, I do not
 22 have any additional items for the agenda, but I do
 23 have information that was requested by the Board.
 24 The first item that I have is the information from
 25 the Community College on the breakdown that the

Page 11

1 Board had requested.
 2 FREEHOLDER MUNOZ: Mr. Chair, I spoke
 3 to the County Exec. We had a very good
 4 conversation, and he has told me that he's making
 5 sure that these Boards are filled with people of the
 6 County, and he asked me for resumes of people that
 7 would be interested, and people who would be
 8 responsive, and he promised me he'll pick a woman to
 9 one of the boards.
 10 The other issue is, I hear great things
 11 about Judge Callahan. He would be a great addition
 12 to the board, and my concern was that I would like
 13 to see a Hispanic woman, but, you know, Judge
 14 Callahan is now, and next time it will be a woman.
 15 We're trying to create a reflection of the
 16 community.
 17 CHAIRMAN ROMANO: Thank you.
 18 Mr. Clerk. Mr. Administrator.
 19 MR. ANTUN: Mr. Chairman, the next
 20 item that I have is a memo from the Improvement
 21 Authority regarding the information on the golf
 22 course.
 23 CHAIRMAN ROMANO: Continue,
 24 Mr. Administrator.
 25 MR. ANTUN: Mr. Chairman, the last

Page 12

1 item that I have, if the Board recalls at the last
 2 meeting, the Board requested that we hold onto the
 3 check of \$9,140, that was requested by the, I guess,
 4 the Jersey City PAL on behalf of the Hudson County
 5 Football League. I received this information
 6 regarding it. I don't know if this is satisfactory
 7 to the Board, but I still have not released the
 8 check based upon the Board's wishes from the last
 9 meeting. So I'm bringing this up so the Board can
 10 provide clarity on the matter.
 11 CHAIRMAN ROMANO: Upon verification
 12 with the other people involved, we found that the
 13 discrepancy that was portrayed to us was not true,
 14 so I recommend that we give that money to the Jersey
 15 City PAL, along with Jose and Cifelli and Dublin.
 16 MR. ANTUN: Okay. So that's what we
 17 will do. That's all I have, Mr. Chairman.
 18 THE CLERK: Mr. Chairman, there is
 19 one additional item from the Board. It's entitled
 20 Resolution authorizing contribution to Boy Scout
 21 Troop 1, West New York, New Jersey, \$300.
 22 CHAIRMAN ROMANO: What number is
 23 that?
 24 THE CLERK: That will be No. 25 if
 25 there is a sponsored.

Page 13

1 CHAIRMAN ROMANO: Sponsored by
 2 Freeholder Munoz. Second by Freeholder Liggio.
 3 THE CLERK: I have no additional
 4 items, Mr. Chairman.
 5 MR. ANTUN: That's all I have.
 6 CHAIRMAN ROMANO: Continue, Mr.
 7 Clerk.
 8 THE CLERK: According to the policy
 9 set by the Board of Freeholders, members of the
 10 public are asked to limit their comments to 15
 11 minutes when discussing agenda items and five
 12 minutes at the conclusion of the meeting when
 13 discussing matters of public interest.
 14 At this time the public may address the
 15 Board on any item on the agenda only. Please keep
 16 your comments limited to 15 minutes. Are there
 17 speakers on agenda items only?
 18 MS. WAITERS: Good evening. Pat
 19 Waiters, 1233 Park, Hoboken. Page 1, appointments
 20 from the County Exec. Just for clarification
 21 purposes, is Ms. Katia Stack, is that the Mayor's
 22 wife?
 23 FREEHOLDER O'DEA: His former wife.
 24 MS. WAITERS: Former wife, okay. I
 25 just wanted to put it on the record the same way I

Page 14

1 did with Mrs. Sires, the Congressman. The reason
 2 I'm just saying this, according to the County Exec,
 3 Kevin Callahan is going to be taking over, right?
 4 All right.
 5 Hoboken, 18 and 19 on page 3, these are
 6 just applications that City Council wanted to submit
 7 to this Board?
 8 MR. ANTUN: These are applications
 9 that are being submitted to the New Jersey
 10 Department of Transportation.
 11 MS. WAITERS: So upon approval
 12 tonight, this is a hypothetical, if you guys vote on
 13 this and say that you're accepting the application,
 14 can they vote even though the City is deadlocked,
 15 would it affect the vote if you pass this, or you're
 16 going to vote on this tonight, but won't do the
 17 verification?
 18 FREEHOLDER O'DEA: We're voting to
 19 consider them, yeah.
 20 MS. WAITERS: And the same thing with
 21 the other No. 522, it's on the same thing if you all
 22 are to consider it tonight, then my question to be
 23 to go back Hoboken, to the City Council?
 24 CHAIRMAN ROMANO: Not 22, Pat, you
 25 mean?

Page 15

1 MS. WAITERS: 20, 18, 19 and 20. If
 2 you're going to vote tonight, and then it goes from
 3 there. That doesn't mean it's going to be approved?
 4 FREEHOLDER O'DEA: We have no control
 5 over what the governing body of the municipalities
 6 do.
 7 MS. WAITERS: Right, but I'm saying
 8 you have to approve it in order for them to put in
 9 an application?
 10 MR. ANTUN: We're the ones submitting
 11 the application for Hoboken because it's on a County
 12 road.
 13 FREEHOLDER O'DEA: County road.
 14 MS. WAITERS: Okay. This is not
 15 Hoboken asking you?
 16 FREEHOLDER O'DEA: No.
 17 MS. WAITERS: Okay. Thank you.
 18 THE CLERK: Additional speakers on
 19 agenda items only? There appear to be none.
 20 Mr. Chairman, the consent agenda now
 21 includes Item 25. May I have a motion to approve
 22 all items listed on the consent agenda?
 23 CHAIRMAN ROMANO: Motion by
 24 Freeholder DiDomenico. Second by Freeholder Munoz.
 25 THE CLERK: Freeholder Rivas is not

Page 16

1 present. He was the second on Nos. 4, 18 and 19?
 2 FREEHOLDER MUNOZ: I will take the
 3 second.
 4 THE CLERK: Freeholder Munoz will
 5 take all three of them?
 6 FREEHOLDER MUNOZ: Yes.
 7 THE CLERK: Freeholder Cifelli.
 8 FREEHOLDER CIFELLI: Yes.
 9 THE CLERK: DiDomenico.
 10 FREEHOLDER DiDOMENICO: Yes.
 11 THE CLERK: Dublin.
 12 FREEHOLDER DUBLIN: Yes.
 13 THE CLERK: Liggio.
 14 FREEHOLDER LIGGIO: Yes.
 15 THE CLERK: Maldonado.
 16 FREEHOLDER MALDONADO: Yes.
 17 THE CLERK: Munoz.
 18 FREEHOLDER MUNOZ: Yes.
 19 THE CLERK: O'Dea.
 20 FREEHOLDER O'DEA: Yes.
 21 THE CLERK: Chairman Romano.
 22 CHAIRMAN ROMANO: Yes.
 23 THE CLERK: All items are approved.
 24 We have no ordinances for introduction. We have
 25 three ordinance for second reading.

Page 17

1 The first is entitled Ordinance rescinding
 2 Ordinance No. 522-10-2003, and amending Chapter 200,
 3 Article 8.1 of the Administrative Code to eliminate
 4 a reserved handicap parking space on John F. Kennedy
 5 Boulevard, Bayonne, for Grace Romano.
 6 This is the time fixed for public hearing
 7 on this Ordinance, which was introduced at the
 8 meeting of September 26th, 2013, advertised as
 9 required by law together with the notice of Hearing
 10 for this time. It has been posted on the
 11 Freeholder's Bulletin Board and made available to
 12 the general public.
 13 Are there any speakers on this ordinance?
 14 CHAIRMAN ROMANO: Motion by
 15 Freeholder DiDomenico. Seconded by Freeholder
 16 Cifelli. All in favor?
 17 (The Board votes unanimously to close
 18 the Hearing.)
 19 The Hearing is closed. On final adoption,
 20 Freeholder Cifelli.
 21 FREEHOLDER CIFELLI: Yes.
 22 THE CLERK: DiDomenico.
 23 FREEHOLDER DiDOMENICO: Yes.
 24 THE CLERK: Dublin.
 25 FREEHOLDER DUBLIN: Yes.

Page 18

1 THE CLERK: Liggio.
 2 FREEHOLDER LIGGIO: Yes.
 3 THE CLERK: Maldonado.
 4 FREEHOLDER MALDONADO: Yes.
 5 THE CLERK: Munoz.
 6 FREEHOLDER MUNOZ: Yes.
 7 THE CLERK: O'Dea.
 8 FREEHOLDER O'DEA: Yes.
 9 THE CLERK: Chairman Romano.
 10 CHAIRMAN ROMANO: Yes.
 11 THE CLERK: The second ordinance for
 12 second reading is entitled An Ordinance amending
 13 Chapter 200, Article 8.4 of the Administrative Code
 14 to regulate parking on a section of Belmont Avenue
 15 within Lincoln Park, Jersey City, to provide limited
 16 15-minute time frames for school purposes only.
 17 This is the time fixed for public hearing
 18 on this Ordinance, which was introduced at the
 19 meeting of September 26th, 2013, advertised as
 20 required by law together with the notice of Hearing
 21 for this time. It has been posted on the
 22 Freeholder's Bulletin Board and made available to
 23 the general public.
 24 Are there any speakers on this ordinance?
 25 Maldonado and Cifelli. All in favor say

Page 19

1 aye, opposed.
 2 (The Board votes unanimously to close
 3 the Hearing.)
 4 The Hearing is closed. On final adoption,
 5 Freeholder Cifelli.
 6 FREEHOLDER CIFELLI: Yes.
 7 THE CLERK: DiDomenico.
 8 FREEHOLDER DiDOMENICO: Yes.
 9 THE CLERK: Dublin.
 10 FREEHOLDER DUBLIN: Yes.
 11 THE CLERK: Liggio.
 12 FREEHOLDER LIGGIO: Yes.
 13 THE CLERK: Maldonado.
 14 FREEHOLDER MALDONADO: Yes.
 15 THE CLERK: Munoz.
 16 FREEHOLDER MUNOZ: Yes.
 17 THE CLERK: O'Dea.
 18 FREEHOLDER O'DEA: Yes.
 19 THE CLERK: Chairman Romano.
 20 CHAIRMAN ROMANO: Yes. I also want
 21 to say the previous one for the record, Grace Romano
 22 is no relation, no relative from Bayonne.
 23 THE CLERK: So noted. The third
 24 ordinance for second reading is entitled An
 25 ordinance amending Section 20.5 of the Hudson County

Page 20

1 Administration Code regarding salary of designated
 2 County officers and positions.
 3 This is the time fixed for public hearing
 4 on this Ordinance, which was introduced at the
 5 meeting of September 26th, 2013, advertised as
 6 required by law together with the notice of Hearing
 7 for this time. It has been posted on the
 8 Freeholder's Bulletin Board and made available to
 9 the general public.
 10 Are there any speakers on this ordinance?
 11 Cifelli and DiDomenico. All in favor say
 12 aye, opposed?
 13 (The Board votes unanimously to close
 14 the Hearing.)
 15 The Hearing is closed. On final adoption,
 16 Freeholder Cifelli.
 17 FREEHOLDER CIFELLI: Yes.
 18 THE CLERK: DiDomenico.
 19 FREEHOLDER DiDOMENICO: Yes.
 20 THE CLERK: Dublin.
 21 FREEHOLDER DUBLIN: Yes.
 22 THE CLERK: Liggio.
 23 FREEHOLDER LIGGIO: Yes.
 24 THE CLERK: Maldonado.
 25 FREEHOLDER MALDONADO: Yes.

Page 21

1 THE CLERK: Munoz.
 2 FREEHOLDER MUNOZ: Yes.
 3 THE CLERK: O'Dea.
 4 FREEHOLDER O'DEA: Of course.
 5 THE CLERK: Chairman Romano.
 6 CHAIRMAN ROMANO: Yes.
 7 THE CLERK: The ordinance is adopted.
 8 That concludes the items of business on today's
 9 agenda. Are there any comments from the Freeholders
 10 on the business of the Board?
 11 FREEHOLDER DiDOMENICO: Mr. Chairman.
 12 CHAIRMAN ROMANO: Yes, Doreen.
 13 FREEHOLDER DiDOMENICO: I was hoping
 14 that I could ask that we take a moment for silence
 15 for the passing of Nicholas Oresko, who prior to his
 16 passing last Friday was the oldest living Medal of
 17 Honor winner in the United States.
 18 (Moment of Silence.)
 19 FREEHOLDER MALDONADO: I wanted to
 20 comment on the appointment to the Hudson County
 21 Community College Board. I voted in favor of the
 22 nomination because he happens to be an extraordinary
 23 and well-qualified person, and he'll do a great job.
 24 But I do want to, I know that Jose, Freeholder
 25 Munoz, touched on a conversation with the County

Page 22

1 Exec, I do want to reiterate the need to become more
 2 diverse at the college. At this juncture looking at
 3 the student population breakdown is made up of
 4 56 percent Hispanic, 13 percent African-American, 20
 5 percent Anglo and 8.5 percent is unknown. I would
 6 like to get a little more clarity as to unknown, why
 7 there is such a large percentage of unknown.
 8 I do want to say in the County,
 9 42.2 percent of the population is Hispanic, and
 10 where the student body is 56 percent, that we need
 11 to have more than just one representative on the
 12 board. I know that the documentation they gave us
 13 has two, but Katia Stack is no longer on the board.
 14 I just wanted to mention that. I hope to work with
 15 the County Executive to identify people for that
 16 board and others that have interest in any Hudson
 17 County board.
 18 FREEHOLDER MUNOZ: In the
 19 conversation with the County Executive, he was
 20 talking to about how the process works. One of the
 21 things that the County Executive needs is a
 22 recommendation from the mayors. I think that is
 23 something we should take to the mayors of Hudson
 24 County and explain that these board need to be more
 25 diverse because he asks the mayors for a

Page 23

1 recommendation for its members. He has to get
 2 approved from the mayors.
 3 It is our mission now to go to the
 4 different mayors and communicate that. And also the
 5 problem was, I have no problem with any of the other
 6 board, not the community college boards, any other
 7 boards there that we require to have members to
 8 bring resumes. I have no problem with that being
 9 the conversation that I had on the phone with him.
 10 The reason that he wanted to make Judge Callahan is
 11 because Judge Callahan has such a good resume, and
 12 he wants to be part of this board. It's just a
 13 great opportunity to have him on the board.
 14 CHAIRMAN ROMANO: Freeholder O'Dea.
 15 FREEHOLDER O'DEA: So Mr. Chairman, I
 16 also voted for the nomination today. Obviously, it
 17 put me in a quandary. I heard from Freeholder
 18 Maldonado that the board lacks diversely as does
 19 every boards in this County. However, Judge
 20 Callahan like I said on Tuesday I know personally
 21 for 28 years. In a rare, in a rare instance, he
 22 lives in the second district. I think of all the
 23 major boards in this County, they have almost no
 24 representation in the second district.
 25 So putting that quandary, I had to go

Page 24

1 along with someone who I know is going to work. As
 2 a Freeholder I would have to say, Jose, it's
 3 interesting to note that this was not a
 4 recommendation of the Mayor of Jersey City. It
 5 seems to contradict what you just proffered what the
 6 process is for nomination and appointments to the
 7 board. But I've been on this Board a long time.
 8 I've heard a lot of talk about making these boards
 9 more diverse and the process or the movement towards
 10 that diversity has been much slower than the
 11 movement towards diversity in this country has been.
 12 So I'll believe it when I see it.
 13 But as it relates to this particular board
 14 member, it was a difficult decision. I felt it was
 15 wrong to replace a Hispanic woman with a white male,
 16 but I was faced with an individual who lives in my
 17 district who I know has got impeccable character as
 18 I stated on Tuesday. You know, he's been at opening
 19 day at Lincoln Park Little League for 28 years. So
 20 I have to balance. I had to balance. I had to
 21 balance that decision.
 22 That being said I would not expect in the
 23 future, if we don't see a real movement to diversify
 24 not only this board but the Hudson County Schools of
 25 Technology Board, which you know, away from white

Page 25

1 males over the age of 60 in one appointment. And
 2 even with the HCIA board, which also -- how many
 3 female members are on the Improvement Authority?
 4 Who is here representing the Improvement Authority?
 5 Are there any, Junior, in the Improvement Authority?
 6 MR. ANTUN: It's attached.
 7 FREEHOLDER O'DEA: There is no women
 8 on it. So the level of diversity on that board is
 9 very, very slow in moving forward. You know, I hope
 10 what you said, Jose, turns out to be true. I think
 11 until we make a stand on it, it's unlikely to have
 12 any significant changes. I remember hearing exactly
 13 the same conversation a number of years ago. I can
 14 probably pull a transcript, and I remember
 15 Freeholder DiDomenico even agreeing with me.
 16 The other item I wanted to speak about,
 17 which is Ordinance No. 3, I was quite happy to move
 18 and push that item. This is a correction of
 19 something that I think was a wrong act that occurred
 20 before any of us were here. I think that the action
 21 taken by the Freeholder Board in '88, it was not
 22 just the County Executive, to abdicate statutory
 23 authority to set these salaries.
 24 So I'm not sure whether they stood up to
 25 the challenge. I don't know if the State law says

Page 26

1 if someone has a power, you simply can give that
 2 power away. The State legislature in their wisdom
 3 said that the governing body had the authority in
 4 some cases, unilaterally other cases, to act on the
 5 recommendations of the County Executive and set
 6 those salaries. There is a clear reason why the
 7 State Statute says that, and that's because our
 8 State legislators felt that changes in those
 9 salaries need to be done in an open manner.
 10 The public has the right to come. The
 11 public has the right to speak. The public has the
 12 right to know it's a year where your taxes may be
 13 going up. They can weigh in and have their voices
 14 be heard. So I think we rectified a wrong from a
 15 long time ago.
 16 CHAIRMAN ROMANO: Mr. Clerk.
 17 THE CLERK: Are there any comments
 18 from the Chief of Staff of the County Executive?
 19 MR. GAUGHAN: No, thank you.
 20 THE CLERK: This is the time for
 21 anyone present to address the Board on any matter of
 22 public interest. Please remember to limit your
 23 comments to five minutes.
 24 Ms. Patricia Waiters.
 25 MS. WAITERS: Do you want me to

Page 27

1 identify myself again? Patricia Waiters, Hoboken,
 2 New Jersey. Just a few things on the comment made
 3 from Freeholder Maldonado. It's kind of hard when
 4 you said "other" because a lot of application
 5 processes now try to refrain from putting race
 6 because it always causes a heated debate, and when
 7 you say "unknown," if you notice on a lot of
 8 applications provided from the Community College, a
 9 lot of people say "unknown." They would rather not
 10 even entertain it. Sometimes they put "other." It
 11 is because we want to more Latinos and stuff.
 12 But my purpose about the appointments and
 13 nominees is because I would like to know the process
 14 because past practice versus what goes on, we of
 15 Hudson County is a town knowing just the sacrifice
 16 of political corruption. So I like putting things
 17 on the record, and I like informing members of the
 18 public at these meetings because they're not aware
 19 of it, and I'm a straight shooter. I'm calling it
 20 like I see it.
 21 When you see an appointment and you can go
 22 and attack a particular person, like I said, for
 23 years and years I've been doing a lot of research,
 24 and if you're not a political boss or high-powered
 25 machine, you don't get appointed. That's why I

Page 28

1 stood at this microphone for the last two years, and
 2 I asked what the process is. I was told the County
 3 Exec nominates them, however you do it. I just
 4 wanted to know the process. It's not to attack no
 5 individual because we want to see if the will of the
 6 people do get educated members of the public, and
 7 somehow, it's wonderful they do. Sometimes you can
 8 say, I'll take resumes. I like a person that's
 9 going to go ahead and care for all people, whether
 10 they're black, green, white, purple, it shouldn't
 11 even mater.
 12 But for so long, we've been put on the
 13 back burner and left out. African-Americans sitting
 14 in the Rosemont section, it's got to stop. When I
 15 mentioned that, I want to make sure it's an open,
 16 fair process, and it doesn't matter who you are.
 17 You should be able to take the job and take care of
 18 everybody and accommodate all races. It shouldn't
 19 even matter the race.
 20 Before I forget about it, I live in
 21 Hoboken, and people like to say in their campaign
 22 time and election time, it's not true. So I'm only
 23 calling it like I see it. Certain group are always
 24 going to suffer the impact when you start to talk
 25 about race issues. It is going to take a lot for

Page 29

1 you to open up your light and shine it, and I hope
 2 there will be more diversity when it comes down to
 3 these appointments, and thanks for saying it.
 4 I'm an NEG, where I want to get
 5 certification from the Sandy Fund Relief, I don't
 6 know if you're familiar with it. I'm going to try
 7 to refresh your memories. Every municipality was
 8 awarded this grant, all right? And why I am
 9 mentioning this, I was here that night when you have
 10 this girl about NEG Sandy Relief Fund, and it was a
 11 certification that you have to go apply for to work
 12 in your city to get these funds, right?
 13 I went and applied in August. I was told
 14 by my director to go and apply, and I went and
 15 applied. Marilyn is the supervisor. They asked for
 16 proof of address, social security card and birth
 17 certificate, this was the qualification. I did all
 18 of that. So now they told me Hoboken didn't utilize
 19 their money and another city didn't utilize their
 20 money, but the money came from the County, okay?
 21 So now what I asked about these funds, I
 22 went back to my municipality, and they said to me,
 23 Wait a minute, you've got go to the County, and I
 24 said, Are you sure? First, they said the money was
 25 going to the municipality. So I brought the paper

Page 30

1 tonight to see, could you please look into before I
 2 start pointing fingers, because I'm definitely going
 3 to investigate this, and I'm not even upset with the
 4 fact that they didn't hire me. It's just the fact
 5 that when I get Sandy's grant money applications on
 6 these agendas, and to approve these grants and money
 7 that comes from the State, I want to make sure that
 8 money is being utilized for what you said it's being
 9 utilized for.
 10 Hoboken did not use the money. It's a
 11 huge chunk of change, and I'm sick of everybody
 12 saying Sandy, I told you, like it's a free-for-all.
 13 This is not right. I know the money is there. Like
 14 I said, it came from the County, but tonight I have
 15 a copy if you want to look at it so you can see, so
 16 you can look into this. I'm going to wrap it up.
 17 I gave you, not Munoz, with the exception
 18 of him. I gave you a paper. It says waiver by
 19 association because I started attending hearings and
 20 whatever. I just want to clarify it again tonight.
 21 I'm not an attorney, and I don't play one on T.V. I
 22 sit there because, like I said, I just said, I just
 23 sit because I was a victim to unjust. So we are
 24 forming our own group in the community where we go
 25 to hearings for people that can't afford attorneys

Page 31

1 and make sure due process is given and considered.
 2 Now, when I get to the hearing, this is
 3 from County Counsel, another application was
 4 modified on top of my application, that the
 5 application that I submitted to you guys clearly
 6 stated on the fax number that it came from Hudson
 7 County. As a matter of fact, this is the County
 8 Exec's number 795-6200, and mine at 11:40. It came
 9 from Personnel, and it's on here. This is the
 10 receipt for the fax.
 11 Now, what I consider this here they gave
 12 me this one, they re-linguaged everything in this
 13 letter, and I'm not a representative.
 14 THE CLERK: Time, Mr. Chairman.
 15 MS. WAITERS: All right. I'm
 16 finished. I'm not a representative. Just please
 17 review these two. I don't want to be sitting up
 18 here saying I represent somebody and I'm trying to
 19 act like an attorney because I'm not an attorney,
 20 okay?
 21 CHAIRMAN ROMANO: Get that from her
 22 Freeholder Rivas is present. Give this to our
 23 attorneys. Freeholder Rivas would like to vote.
 24 THE CLERK: Mr. Florio, Freeholder
 25 Rivas is now in attendance. Can he vote on the

Page 32

1 consent agenda? How is that, motion?
 2 FREEHOLDER O'DEA: I'll make a motion
 3 to allow Freeholder Rivas to vote on the agenda.
 4 CHAIRMAN ROMANO: Motion by
 5 Freeholder O'Dea. Second by Freeholder Dublin.
 6 THE CLERK: All in favor. Anyone
 7 opposed or not vote?
 8 (The Board votes unanimously in favor
 9 of the motion.)
 10 THE CLERK: Freeholder, how do you
 11 vote?
 12 FREEHOLDER RIVAS: Abstain on No. 1,
 13 aye on the rest.
 14 THE CLERK: How do you vote on
 15 Ordinance No. 1.
 16 FREEHOLDER RIVAS: Yes.
 17 THE CLERK: Ordinance No. 2?
 18 FREEHOLDER RIVAS: Yes.
 19 THE CLERK: And Ordinance No. 3?
 20 FREEHOLDER RIVAS: Yes.
 21 THE CLERK: Thank you. Ms. Nancy
 22 Perry.
 23 MS. PERRY: Good evening. Nancy
 24 Perry. I work for the Hudson County Surrogate
 25 Court. At the last Freeholder meeting, I stood

Page 33

1 before you all and made you aware of improper
 2 practices by the Hudson County Personnel Department.
 3 In addition, I presented you all with copies of
 4 documents that I had supporting my claim. I'm here
 5 again to ask this Board what, if anything, you
 6 intended to do about this issue?
 7 As a Board of Chosen Freeholder, you were
 8 all chosen to represent the best interest of
 9 residents of Hudson County, as well as the
 10 employees. I ask that you not continue to turn a
 11 blind eye or ignore those of us that come to you
 12 with allegations of misconduct or negligence within
 13 some of your County departments. This unethical
 14 behavior makes the County vulnerable to civil
 15 lawsuits that cost the taxpayers money, and it's
 16 unfair.
 17 In my particular situation, I was demoted
 18 from my position based upon false information that
 19 was obtained from my personnel file. I produced
 20 evidence that my personnel records were improperly
 21 altered, and yet nobody has yet been held
 22 accountable for this. I've dedicated 13 years of
 23 loyal service to this County, and I worked too hard
 24 to earn my title and my salary to just have it
 25 stripped away because of someone else's neglect.

Page 34

1 Again, I compel this Board to take immediate action
 2 to investigate matter.
 3 Mr. Dublin, you had suggested at the last
 4 meeting that maybe a committee should be established
 5 to look into issues or complaints that the employees
 6 may have against the Personnel Department, and
 7 that's all well and good, but it kind of defeats the
 8 purpose if the committee that you hope to establish
 9 is going to consist of members that are the same
 10 people that we're complaining about.
 11 So again, I ask that you investigate this
 12 issue. I presented some documentation to you, and I
 13 hope at the next meeting, that maybe we can have
 14 another conversation about this, and hopefully, come
 15 to some type of resolution because this cannot
 16 continue to happen. I'm not the only employee
 17 that's having problems. I've been here before, and
 18 I've attended several meetings where other employees
 19 have come before this Board with other issues. I
 20 have yet to hear about matters being resolved. I
 21 hope that you take all that I say tonight into
 22 consideration.
 23 FREEHOLDER DUBLIN: We do have a
 24 process on the Board. Each Freeholder chairs a
 25 committee of individuals within the Board. We have

Page 35

1 a Personnel Committee, and I don't know who the
 2 chairman of that is, but it's pretty much their job
 3 to, you know, get that out too. And also, there is
 4 a process to go to the union also, but we are going
 5 to look into your matter.
 6 MS. PERRY: Okay. I understand there
 7 is a process, especially for union members, but not
 8 all of us are union members. I don't think that if
 9 we come to you with an issue that we have to wait
 10 months and years to get some type of answer or some
 11 type of satisfaction. I'm asking that this be
 12 handled as expeditiously as possible.
 13 CHAIRMAN ROMANO: Freeholder Munoz.
 14 FREEHOLDER MUNOZ: First, there is a
 15 process in place to grieve a situation when you're
 16 an employee. Have you gone through that process?
 17 MS. PERRY: I have. I did contact
 18 the Civil Service Commission.
 19 FREEHOLDER MUNOZ: I mean within the
 20 County. We have a process for employees, where you
 21 grieve anything that you have. Have you went
 22 through the process?
 23 MS. PERRY: I have gone through the
 24 process, and my last resort at this point, the
 25 County was served with a notice of tort claim.

Page 36

1 CHAIRMAN ROMANO: Freeholder.
 2 FREEHOLDER O'DEA: I don't know. Am
 3 I the only Member that got correspondence because I
 4 was the only one that asked for it, Mr.
 5 Administrator? So if you recall, at the prior
 6 meeting we asked for information relating to both
 7 speakers. I, in anticipation of the meeting
 8 yesterday said, Where is this information you were
 9 supposed to provide to us. Why it wasn't provided
 10 to everyone, I don't know. I'm not faulting you,
 11 Mr. Administrator, because I think the easiest
 12 answer is, you asked for it and I provided it to
 13 you. The documentation that was provided to me said
 14 that, and it's a letter from civil service that I
 15 assume you received, correct?
 16 MS. PERRY: Yes.
 17 FREEHOLDER O'DEA: That says, the
 18 County erroneously entered you as a permanent, and
 19 I'm paraphrasing it, do you have a copy? Abe, could
 20 you get a copy? Erroneously entered, erroneously
 21 entered, I'd prefer the Administrator to get it, I
 22 am going to have question. I would prefer that.
 23 Erroneously entered your designation as if
 24 you were permanent when you were provisional, and
 25 that then when the exam for the position came up,

Page 37

1 and you applied to take the exam, and you could
 2 correct me at any point, when you applied for the
 3 exam, they did not allow you to take the exam
 4 because they determined that you lacked the
 5 prerequisite prequalifications.
 6 MS. PERRY: Actually, what happened
 7 was they did designate it, and I signed off that it
 8 was a permanent appointment. Later on, I received a
 9 notice from my employer that I was being demoted
 10 back to my original title because I didn't meet the
 11 qualifications, and I couldn't understand what the
 12 qualification issues were.
 13 So when I contacted the Personnel
 14 Department, and I pulled my records, my -- the
 15 document that I signed at the time that I was
 16 appointed, it said RAT, and my understanding is that
 17 that's a permanent fact. Someone had crossed it off
 18 and put PAP dated a year later, and they had their
 19 initials beside it. I was never told that the
 20 position was a provisional appointment. I was under
 21 the assumption that it was a permanent appointment.
 22 So without warning effective immediately, I was
 23 demoted, salary was reduced.
 24 FREEHOLDER O'DEA: I'm going to get
 25 the letter. The way it's written, the letter to my

Page 38

1 recollection said that sometime in 2010, there was
2 then a posting for the position, and the letter
3 indicated that you, in fact, sought to apply for the
4 position, the way anyone would apply when the
5 position is posted, and that they did not approve
6 your application because they said that you did not
7 have the qualifications for it. I'll provide you
8 that. I think -- have you seen that letter? Have
9 you received that letter?
10 MS. PERRY: I have not received that.
11 FREEHOLDER O'DEA: We should get you
12 a copy of that.
13 CHAIRMAN ROMANO: Freeholder Cifelli.
14 FREEHOLDER CIFELLI: And I would
15 rather see the letter, but your paraphrasing the
16 letter seems to me that from what that,
17 notwithstanding the fact that the original County
18 Personnel quotation showed it as a permanent
19 employee, that somehow civil service found that --
20 FREEHOLDER O'DEA: You should get a
21 letter.
22 FREEHOLDER CIFELLI: We'll see the
23 letter. The second thing is, it doesn't make sense
24 to me at all that if employee was under the
25 impression that they weren't permanent, why would

Page 39

1 that apply to --
2 FREEHOLDER O'DEA: That was my
3 question. That is the question that came to my mind
4 when I read it. The letter indicates as if in 2010,
5 you sought to apply for the title, and you were not
6 allowed or in essence, that you didn't meet the
7 qualification of the position. I had in my mind
8 that's why I was going to ask the same question. If
9 you believed at that point in time that you were
10 already permanent, why would you have ever applied
11 for it? Now I don't know in my mind whether there
12 is a question as to did somebody put an application
13 in? Then I've got a whole other set of questions
14 that's of a much more serious nature.
15 MS. PERRY: I didn't apply for any
16 such examination, and then the other issue is that I
17 was told or I was advised that I was demoted because
18 I didn't meet the requirements of the educational
19 requirements, which were in place at the time that I
20 was given that appointment, but the Personnel
21 Department had reported or reported the wrong dates.
22 THE CLERK: Mr. Chairman, time.
23 FREEHOLDER O'DEA: We'll make a copy
24 of the letter, and then provide the speaker a copy
25 of the letter in fairness and deference.

Page 40

1 MS. PERRY: There were clerical
2 errors being made with respect to my personnel file
3 that I was not aware of.
4 FREEHOLDER O'DEA: So my question
5 while copies of the letter are being made,
6 Mr. Administrator, is who, what individual in
7 Personnel changed the documentation and
8 categorization of this employee, and what discipline
9 was brought against that individual?
10 MR. ANTUN: I don't know, Freeholder.
11 FREEHOLDER O'DEA: So wouldn't you
12 think if a person in Personnel mis-categorized an
13 employee, calling people permanent that should be
14 called provisional, that someone would take that
15 employee in Personnel to task?
16 MR. ANTUN: I don't know the
17 circumstances behind it.
18 FREEHOLDER O'DEA: Can I ask Elinore
19 Gibney that question? Ms. Gibney?
20 MS. GIBNEY: Yes.
21 FREEHOLDER O'DEA: The contention
22 that seems to be irrefutable is that someone in
23 Personnel at some point in time changed a
24 designation of this individual from permanent to
25 provisional, who was that individual that made that

Page 41

1 change?
2 MS. GIBNEY: First of all, I will
3 review Mrs. Perry's file. Nothing in my opinion was
4 changed. Every document was signed, nobody said
5 demotion. You can't be immediately permanently
6 appointed, as anyone knows in civil service, for a
7 competitive title without being subject to a test.
8 So she couldn't be permanently appointed to a
9 promotional title without going through a
10 provisional process. Civil service, if you read
11 this letter --
12 FREEHOLDER O'DEA: I did read the
13 letter. That's the letter I was quoting before. I
14 don't believe you have a copy.
15 MS. GIBNEY: The term "demotion" is
16 used, but she's returned to her last permanent
17 title. They termed it "demotion," but she was
18 returned to her previous title. The second to last
19 line reads, therefore, there have been no incorrect
20 application of civil service rules -- nor has the
21 County regulations used by the County or civil
22 service.
23 CHAIRMAN ROMANO: In other words it
24 would be comparable, for example, if we made a
25 provisional sergeant.

Page 42

1 MS. GIBNEY: And you know in order to
 2 be promoted you're eventually going to have to take
 3 an exam or a test.
 4 CHAIRMAN ROMANO: Thank you.
 5 MS. GIBNEY: And the letter was
 6 addressed to Mrs. Perry at her home address. The
 7 County was copied on the letter.
 8 FREEHOLDER O'DEA: Then what does RAT
 9 and PAP mean?
 10 MS. GIBNEY: PAP is pending a
 11 promotional exam.
 12 FREEHOLDER O'DEA: And RAT is?
 13 MS. GIBNEY: Return to title.
 14 FREEHOLDER O'DEA: And so your
 15 position is that in 2008, when Mrs. Perry was given
 16 the title, it was given as PAP appointment and all
 17 of the document show that?
 18 MS. GIBNEY: I will have to review
 19 document. She couldn't have been appointed as a
 20 permanent promotion. It would have always been
 21 subject to qualifying exam.
 22 FREEHOLDER O'DEA: Well, you're
 23 right. Legally, she couldn't have been, but could a
 24 document have been filed by a person in Personnel,
 25 that categorized it as a permanent?

Page 43

1 MS. GIBNEY: Would there have been a
 2 human error? Of course. There always could be a
 3 human error. I will gladly review her file. We did
 4 not do anything that was against civil service
 5 rules. Civil service acknowledges that, and she was
 6 returned to her permanent title because we were
 7 directed to do so.
 8 FREEHOLDER O'DEA: So I guess my
 9 question that I had asked earlier is, the last
 10 paragraph of the page says that the promotional
 11 announcement was announced on February of 2010, that
 12 you, in this case meaning Ms. Perry, applied for the
 13 promotional announcement, however, you were denied
 14 admittance to the promotional announcement by the
 15 Division of Selection Service being below the
 16 minimum requirement for education.
 17 MS. GIBNEY: Meaning Mrs. Perry
 18 herself applied for that. The County did not apply.
 19 FREEHOLDER O'DEA: I understand. I
 20 know the letter. That was the issue that I raised
 21 earlier. So, so I guess if I could go to the
 22 speaker again. So Ms. Perry, the question that I
 23 had earlier was, this says that you did apply in
 24 2010, for the promotional exam and were not allowed
 25 or your announcement was denied because of the

Page 44

1 minimum requirement of education?
 2 MS. PERRY: No. This information,
 3 the letter, the copy of the letter you just gave me
 4 is incomplete. What it does not include is the
 5 original appointment that I signed back in 2008. It
 6 says that the appointment type was RAT. That's what
 7 I signed off on. Someone scratched that off in
 8 2009, and inserted PAP. If the appointment was
 9 provisional, that should have been indicated back in
 10 2008, when I agreed to accept that appointment, and
 11 if it was going to be altered, I should have been
 12 notified, and I was not notified that it changed to
 13 provisional. I was demoted, and, yes, I was
 14 demoted.
 15 FREEHOLDER O'DEA: You were demoted
 16 in 2013?
 17 MS. PERRY: I was just demoted in
 18 May.
 19 FREEHOLDER O'DEA: Did you apply in
 20 2010, for permanency in the title?
 21 MS. PERRY: No, because I thought
 22 that I was permanent.
 23 FREEHOLDER O'DEA: So you -- your
 24 position is that the last paragraph of this page
 25 that says you applied for promotional announcement,

Page 45

1 however you were denied admittance by the Division
 2 of Selection Services due to being below the minimum
 3 requirement for education is false?
 4 MS. PERRY: It is false because
 5 another issue is the minimum requirement is stating
 6 that I did not meet. When I was given a promotion
 7 in 2008, I did meet the minimum requirement, which
 8 was the only requirement to have for it is a
 9 paralegal certification or an associate degree. I
 10 do have a paralegal certification, so I met the
 11 requirements at the time I was appointed.
 12 FREEHOLDER CIFELLI: If I understand
 13 your explanation, in 2008, when you got the
 14 appointment, subsequent with when you were
 15 promoted -- it's not a promotion. When you were
 16 elevated to an appointment from which you were
 17 subsequently removed, Ms. Gibney's explanation that
 18 by definition it had to be provisional,
 19 notwithstanding what you may have been told from the
 20 County, by definition you had to take an exam,
 21 right? My understanding is you had to take an exam;
 22 is that correct?
 23 MS. PERRY: At the time in 2008, no,
 24 I did not take an exam.
 25 FREEHOLDER CIFELLI: By definition,

Page 46

1 you could not have been made permanent.
 2 Notwithstanding the fact that somebody may have
 3 entered it, it would appear from what I gather, I
 4 don't know how you can piggyback on an error to make
 5 something right that was wrong. What is somewhat
 6 troubling to me is the allegation that documents
 7 were changed and altered. I don't know about that.
 8 But going back to the merits of your
 9 position that your titled position for which you
 10 held, and by definition you had to take the exam, I
 11 don't know how that could be transformed into your
 12 position you hold. Another question was what you
 13 said about that factual statement, that you, in
 14 fact, never applied?
 15 MS. PERRY: I didn't apply for
 16 anything. I was only informed that I was going.
 17 FREEHOLDER CIFELLI: So Mr. Owens'
 18 letter is not accurate?
 19 MS. PERRY: Correct.
 20 FREEHOLDER O'DEA: The concern I just
 21 have with that if that is the case, is you have an
 22 individual, we're going to have a committee, not us,
 23 but the Board and that committee, if an individual
 24 in 2008, is even erroneous advised, I think that you
 25 made the point, that they believe they are permanent

Page 47

1 in a title, it would make logical sense that they
 2 wouldn't. Why would you apply two years later to be
 3 made permanent if I already believe I'm permanent?
 4 So I would like, Ms. Gibney, for someone
 5 to provide this documentation to verify or not
 6 verify that Ms. Perry, in fact, applied in 2010,
 7 because logically, if I'm in a position and believe
 8 I'm permanent in this position, and two years they
 9 post it, and oh, why am I going to put an
 10 application in? I think we need more information on
 11 it.
 12 I would also note, Mr. Administrator and
 13 Ms. Gibney, that if there are, and I don't know Ms.
 14 Perry, has Ms. Gibney ever gone through the file,
 15 your file on this with you?
 16 MS. PERRY: When this recently
 17 happened in May, I requested to review my file
 18 myself. I came over to the Personnel Department,
 19 and I copied all these documents, I requested and it
 20 was paid for.
 21 FREEHOLDER O'DEA: So your contention
 22 clearly is that one document was altered, and Ms.
 23 Gibney's contention is, I don't know, right? Do you
 24 know whether that document, do you disagree?
 25 MS. GIBNEY: To the best of my

Page 48

1 knowledge, nothing was altered.
 2 FREEHOLDER O'DEA: Will you review it
 3 again and come back here at the next meeting to
 4 answer the question?
 5 CHAIRMAN ROMANO: Let's wrap it up.
 6 FREEHOLDER CIFELLI: As Freeholder
 7 O'Dea said, if somebody relies on the fact that
 8 they're permanent, and it may not be true, you can't
 9 change it. You can't take it back. I don't know.
 10 Even if the fact that you would apply legality --
 11 CHAIRMAN ROMANO: The speaker is
 12 talking. If you're going to talk, take it out in
 13 the hall.
 14 FREEHOLDER CIFELLI: And but when you
 15 subsequently make an application, it kind of gives
 16 you the idea that it's a legal issue, and my answer
 17 is the same. That's it.
 18 CHAIRMAN ROMANO: Thank you.
 19 FREEHOLDER MALDONADO: In 2008, when
 20 the promotion happened, your credentials and your
 21 education was evaluated before the promotion?
 22 MS. PERRY: Yes, it was based on my
 23 requirements, which at the time I had made a copy of
 24 the job specifications.
 25 FREEHOLDER O'DEA: Was that reviewed

Page 49

1 by civil service or by the County?
 2 MS. PERRY: I'm not sure who reviewed
 3 but based upon my educational requirements and my
 4 experience, that's why I was offered that
 5 promotional title. That's why I accepted it, and
 6 like I said, I made a copy of job specifications,
 7 and I did meet the requirements that were in effect
 8 at that time the promotion was given. Now years
 9 later I'm told that I did not meet the requirements
 10 because the job specifications have been changed.
 11 CHAIRMAN ROMANO: If I may, that is
 12 civil service. You have to go to civil service.
 13 You can't take a test if you don't have the
 14 qualifications. There wasn't a test for the
 15 position at that time?
 16 FREEHOLDER MALDONADO: That was my
 17 follow-up question because I know that, Director,
 18 correct me if I'm wrong, but there are instances
 19 where certain positions on the list is qualified
 20 based on experience and education and not
 21 necessarily a test is?
 22 MS. GIBNEY: Correct.
 23 FREEHOLDER O'DEA: A vast majority of
 24 civil service is based on an application, not on a
 25 test. There's hardly any tests for civil service

Page 50

1 positions.

2 FREEHOLDER MALDONADO: If you have

3 gone through that process with civil service, and

4 they will tell you that you were the most qualified

5 person based on your credential.

6 MS. PERRY: This contradicts both

7 civil service and the County contradict each other

8 because this is a document that I was just given

9 back in May stating that I was demoted, and it said

10 that I was demoted based upon the fact that I did

11 not meet the educational requirement.

12 CHAIRMAN ROMANO: It wasn't a

13 demotion. You were returned to your original civil

14 service title.

15 MS. PERRY: Like I said this document

16 that I was given in May clearly states "demotion."

17 CHAIRMAN ROMANO: Elinore, you will

18 have the answer from the Director Gibney.

19 FREEHOLDER O'DEA: I would say the

20 other thing that bothers me a little is this: Here

21 is an individual that though this letter claims

22 there was a civil service announcement in 2010, was

23 not returned to their title for three years and

24 three months later. Now, that's a long time for

25 civil service process to promulgate. So Director

Page 51

1 Gibney, do you think a three-year period to review

2 applications and come up with a list is the normal

3 course?

4 MS. GIBNEY: She got it in 2010, but

5 they're not always timely.

6 FREEHOLDER O'DEA: So what I want

7 from you for the next meeting is, when were the

8 applications submitted for that title, verification

9 whether or not Ms. Perry submitted an application in

10 2010, when was the list promulgated by civil service

11 for that title, and when were the positions filled

12 from that list for that particular title?

13 MS. GIBNEY: It wasn't filled. There

14 is nobody there but Mrs. Perry.

15 FREEHOLDER O'DEA: So no one

16 currently holds that title? So there is a

17 promotional exam. This is more complicated the more

18 questions I ask. So there is a promotional exam, an

19 individual either did or didn't apply for it, we're

20 going to find that out, and then there is never a

21 list made because you're telling me that the only

22 individual who applied, civil service somehow

23 determined doesn't have the requisite minimum

24 education anymore, though they did have it in 2008.

25 That's what Ms. Perry claims. Mr. Chairman, I don't

Page 52

1 know why I volunteer for so many things. I would

2 like sit in on this Personnel Committee meeting. I

3 have a lot more question.

4 CHAIRMAN ROMANO: We'll have a

5 meeting.

6 THE CLERK: Mr. Joe Perry.

7 MR. PERRY: Joe Perry is my name. I

8 was here. Joe Perry is my name. I was here at the

9 last meeting, and I stated I was terminated

10 wrongfully by the County. I'm now seven years and

11 some months sitting home and can't find a job. I

12 applied for jobs, and I've been blackballed by

13 Personnel. I didn't have at the time a copy of the

14 paper from civil service. I have a copy of that

15 here I would like to give you.

16 The last time I was here, I was speaking

17 about my case, and Freeholders, you all seemed as if

18 you were lost and didn't know what I was talking

19 about. I gave you something there. My question was

20 why is it that at trial I was found that I did

21 nothing wrong, and I'm still out of work and those

22 people at the end of trial, it was proven that they

23 did something wrong, why are they still working and

24 I'm not working? I asked that question the last

25 time I was here.

Page 53

1 FREEHOLDER O'DEA: So I would tell

2 you that -- I also asked the same question about

3 your situation. I received a memo concerning that

4 also. What that memo said was that the individuals

5 that, again, I'm only telling you what the memo

6 said, the individuals that were found culpable or

7 responsible at that were members of the judiciary,

8 and that we do not have the legal authority to

9 remove, discipline or otherwise.

10 MR. BATTISTA: Freeholder, maybe my

11 memo wasn't clear. I can't get into a colloquy with

12 Mr. Perry because his case is on for appeal.

13 Mr. Perry's case involved a claim on his part that

14 he was retaliated against. It was a whistleblower.

15 He was complaining about the policies that were in

16 place in the overseeing of the judiciary.

17 He was terminated by the County, and I

18 don't want to make it seems like he was terminated

19 by someone on the judiciary. He was terminated by

20 the County because the County determined that it

21 was, quote, work performance. His whistleblower

22 status is basically upon complaints involved with

23 the State, which he complained about certain

24 decisions made by the judiciary on the part of this

25 program. If I misled you, I didn't intend to. It

Page 54

1 was my fault.
2 MR. PERRY: His memo is misleading me
3 right now. The problem that we were having with
4 these juveniles that they were releasing back into
5 the community, I have a memo here stating that these
6 juveniles should not be released by back into the
7 community because of the aggressiveness of the
8 juvenile. I have that in writing, okay?
9 Now, those juveniles, six of them, at
10 least six of them that were on my list murdered
11 someone, okay? At least six, my list. There is
12 another officer. I don't know about his list. My
13 list, at least six. Now, the last young man that's
14 on trial right now, he has six of his own bodies.
15 So that's 12 homicide bodies that we put it in
16 writing to them that these juveniles should not be
17 released back into the community.
18 These kids killed someone. We're not even
19 talking about life. We're not even worrying about
20 life. That's not even important. The chief knew
21 about his. I wrote him. Oscar knew about this. He
22 was at trial. Murray, they allowed, the County
23 allowed Murray to retire. He should have been fired
24 the day after that hearing. They allowed him to
25 retire and collect the pension. I'm sitting here

Page 55

1 seven and a half years looking for a job. I was
2 right. They were wrong. Twelve bodies out here.
3 If they had just listened and read the memo, these
4 people could have been -- these juveniles rehabbed.
5 They could have been sent somewhere to get what help
6 they needed. They put them back into the community.
7 That's what the lawsuit was all about.
8 What is going to happen when these six
9 juveniles, their family gets wind of what the County
10 did? What about the victims? What's going to
11 happen when their families realize what the County
12 did, and you had that one young man who has five
13 bodies. What do you think is going to happen with
14 them?
15 THE CLERK: Time, Mr. Chair.
16 MR. PERRY: The County that is.
17 Thank you.
18 FREEHOLDER O'DEA: I have a question
19 on the particular issue that you provided us today.
20 It appears that what occurred was you were removed
21 from a civil service list, and then contested it and
22 then put back on the civil service list, and the
23 title was maintenance repairer?
24 MR. PERRY: Yes.
25 FREEHOLDER O'DEA: What was your rank

Page 56

1 on the list, what number were you?
2 MR. PERRY: I don't know off hand.
3 FREEHOLDER O'DEA: Can we get that
4 information, Mr. Administrator, where on the list?
5 I would tell you that I sent a subsequent e-mail
6 today, and I know you're busy with other items, Mr.
7 Administrator, that you would at least acknowledge
8 you received that, correct?
9 MR. ANTUN: Yes.
10 FREEHOLDER O'DEA: And in that
11 e-mail, which I don't know whether you shared it
12 yet, I raised certain concerns about disposition and
13 whether or not this County had a fair and uniform
14 policy in making those decision. Having not
15 received an answer, and in fairness affording him a
16 reasonable period of time and you to provide me that
17 answer, I would wait until I get that. I raised an
18 issue concerning what I was told could be a policy
19 or isn't. I have a concern as to what that policy
20 is, and when and how it is used.
21 And based on that, I wrote in that I have
22 information which I do as it relates to other
23 individuals that would have fallen in that same
24 category that have returned to employment, and
25 that's why I wanted to know and understand what the

Page 57

1 policy is before I comment any further.
2 MR. ANTUN: Freeholder, I did get
3 that e-mail. I did forward.
4 FREEHOLDER O'DEA: Well, I sent it to
5 you early afternoon or whatever. I only got the
6 other information today.
7 MR. ANTUN: And I indicated to Don
8 Battista, that it involved review. So there was no
9 way we could provide that response to you. I'm
10 hopeful that we will having something for you next
11 week.
12 MR. PERRY: I have a question, okay?
13 What about the negative information that the
14 Personnel Department gave?
15 FREEHOLDER O'DEA: The memo I
16 received disputes that, and I would -- if you have
17 proof of that, I would --
18 MR. PERRY: If you look in the
19 package that I just gave you, this is from civil
20 service, and it says my name has been removed from
21 the list due to unsatisfactory employment. That
22 came from the Personnel.
23 FREEHOLDER O'DEA: Director Gibney,
24 do you want to address yourself to that?
25 MS. GIBNEY: The memo I addressed to

Page 58

1 you was regarding employment verification. We've
 2 never received any request from another employer
 3 regarding Mr. Perry.
 4 MR. PERRY: Excuse me. Forget about
 5 the other employers. This is from civil service.
 6 This is what it stated of the unsatisfactory
 7 employment that was received. Forget everything
 8 else. This is from civil service. I didn't make it
 9 up.
 10 MS. GIBNEY: I was not familiar with
 11 any specific list he was on or a time frame.
 12 FREEHOLDER O'DEA: I'll give you a
 13 copy. But I have to tell you, Mr. Administrator,
 14 here is an issue we're going to have. If we pick
 15 who and when we decide to seek to have removed from
 16 civil service list, we have potentially maybe even
 17 civil rights issues. If you don't have a policy
 18 that says this is the Personnel policy when an
 19 individual applies for a position and put on the
 20 civil service as to when and under what
 21 circumstances we requested that individual to be
 22 removed that based on their employment record with
 23 the County, we're going to have a problem, and I'm
 24 going to hold some of my cards back until I get your
 25 answer.

Page 59

1 If that policy is not a universally
 2 enforced policy, so if you do not universally go
 3 back and check names on the civil service list to
 4 determine what their disciplinary history was when
 5 they worked for this County, and in a fair, equal
 6 manner, forward that information to civil service,
 7 you may have a bigger issue as it relates.
 8 Now what we've been provided is something
 9 that basically says because we provided information,
 10 it was removed and then put back on the list. I'll
 11 differ. Do you have a copy, Mr. Administrator?
 12 MR. ANTUN: Yes.
 13 FREEHOLDER O'DEA: This issue is not
 14 going to go away until we come to some either
 15 resolution or defensible position on it, but
 16 defensible positions are a policy that we use all
 17 the time, not a policy that we pick and choose
 18 because of who someone is or someone isn't, or how
 19 their application came in, et cetera, et cetera.
 20 You've got a box that might have Pandora's name on
 21 it. Think carefully.
 22 CHAIRMAN ROMANO: Next speaker.
 23 THE CLERK: Are there any additional
 24 speakers on matters of public interest. Please keep
 25 remember to keep your comments to five minutes.

Page 60

1 MS. OKEKE: Good evening. My name is
 2 Chirwe Okeke.
 3 FREEHOLDER O'DEA: Please speak up.
 4 MS. OKEKE: I was told by the
 5 Personnel, I was told I was suspended immediately.
 6 I'm having seven days of suspension, and for four
 7 days, they didn't tell me how many days I was
 8 suspended. I was told on Thursday that I have a
 9 hearing on Friday, but Friday would have been seven
 10 days. Could you please look into my case for me,
 11 please?
 12 FREEHOLDER O'DEA: You have a hearing
 13 tomorrow, right?
 14 MS. OKEKE: Exactly.
 15 FREEHOLDER O'DEA: I mean, are you
 16 represented by the union?
 17 MS. OKEKE: Yes.
 18 FREEHOLDER O'DEA: So you're going to
 19 have a hearing tomorrow, and you're going to have a
 20 union representative at the hearing?
 21 MS. OKEKE: Yes.
 22 FREEHOLDER O'DEA: So I think that
 23 it's premature for the issue to even be entertained
 24 by us until that hearing takes place and what the
 25 result of that hearing is. If the result of that

Page 61

1 hearing is you only get suspended one day, correct
 2 me if I'm wrong, Mr. Administrator, you have to pay
 3 the person for the other days, right? If you
 4 suspend a person, and you don't have a hearing for
 5 five days, and then the results of the hearing is a
 6 one-day suspension, you have to pay the person for
 7 the other four days; is that correct?
 8 MR. BATTISTA: I agree.
 9 FREEHOLDER O'DEA: So I think we have
 10 to wait until you have a hearing, and you'll have a
 11 union rep at the hearing and what the results of the
 12 hearing is. I don't even think that we should have
 13 any discussion. Right now, you've got an open
 14 hearing that's got a hearing date and you're
 15 represented by a union, and that union
 16 representative, I hope, represents you to the
 17 fullest extent of the law.
 18 MS. OKEKE: Thank you very much.
 19 THE CLERK: Additional speakers on
 20 matters of public interest?
 21 MS. THOMAS: Hi. Good evening. My
 22 name is Charnee Thomas. I also work at Meadowview.
 23 Chi-Chi was a nurse that I work under, and I was
 24 wrongfully terminated on October the 1st. I went
 25 through my 90-day probation period, and as far as I

Page 62

1 know, after your 90 days, if you're not terminated,
 2 then you are permanent.
 3 FREEHOLDER O'DEA: What was your job
 4 title?
 5 MS. THOMAS: My job title was
 6 hospital assistant. I didn't have a union
 7 representative in there with me, but they were
 8 taking on the union. My 90 days, I started working
 9 permanently for Meadowview on June 3rd. I believe
 10 90 days after that, they called me back in on
 11 October 1st, but they called me in before that and
 12 gave me my 90 days. Then they extended it for
 13 another 30 days, saying that, you know, giving me a
 14 chance to remit myself or whatever things I was
 15 doing wrong.
 16 My thing is after 90 days, if I wasn't a
 17 good employee, why wasn't I terminated then? What I
 18 was given an extra 30 days to do what? I figure I
 19 was targeted. The same nurse that suspended her is
 20 the same nurse that wrote me up, and she wrote me up
 21 when she wasn't even on my shift. So I think that
 22 it's actually personal. I have a nurse here that I
 23 worked under also, and he say he never had any
 24 problems with me. There are plenty of nurses. I
 25 figured I was targeted and wrongfully terminated,

Page 63

1 and I wonder if somebody would look into this
 2 matter.
 3 FREEHOLDER O'DEA: So
 4 Mr. Administrator, I guess is there a policy, I
 5 thought at the end of 90 days, a person does get a
 6 moniker of permanency that would afford them certain
 7 rights.
 8 MR. ANTUN: I can't answer that.
 9 FREEHOLDER O'DEA: Do we have all
 10 information? We will look into it and find out what
 11 happened.
 12 MS. THOMAS: C-h-a-r-n-e-e, and the
 13 last name is Thomas.
 14 MR. BATTISTA: T-h-o-m-a-s?
 15 FREEHOLDER O'DEA: Your start date
 16 was when?
 17 MS. THOMAS: I actually started
 18 working for Meadowview Hospital on October the 22nd
 19 of 2012. I was working as a seasonal employee. On
 20 June 3rd, the offered me a permanent.
 21 FREEHOLDER O'DEA: So how long did
 22 you work as a seasonal, six months, and then you
 23 were laid off?
 24 MS. THOMAS: I worked six months, and
 25 I was never laid off.

Page 64

1 FREEHOLDER O'DEA: So Mr.
 2 Administrator, isn't that already an issue of
 3 concern?
 4 MR. ANTUN: She may have been hired
 5 before the six months ended. Then she would have
 6 been --
 7 FREEHOLDER O'DEA: I'm going to run
 8 the dates. You were hired in October?
 9 MS. THOMAS: The 22nd.
 10 FREEHOLDER O'DEA: 22nd of 2012?
 11 MS. THOMAS: Right.
 12 FREEHOLDER O'DEA: On June 3rd, you
 13 said --
 14 MS. THOMAS: There was a note left on
 15 my time sheet that you are now permanent as of June
 16 3rd.
 17 FREEHOLDER O'DEA: As of what, June
 18 30th?
 19 MS. THOMAS: June 3rd.
 20 FREEHOLDER O'DEA: How many months is
 21 that, Mr. Administrator, that an individual can be a
 22 seasonal employee?
 23 MR. ANTUN: Six months.
 24 FREEHOLDER O'DEA: Six months. So on
 25 the face of it, this case exceeds the six months?

Page 65

1 MR. ANTUN: On the face of it, yes.
 2 FREEHOLDER O'DEA: So why don't you
 3 allow the Administration to look into all the time
 4 lines and see if because of those time lines, you
 5 may have been, I don't know, is it called permanent,
 6 Mr. Administration, after the seasonal period, are
 7 they called a permanent?
 8 MR. ANTUN: I'm not sure.
 9 FREEHOLDER O'DEA: We know there is
 10 no civil service test. We know one of --
 11 MR. ANTUN: They may be permanent,
 12 but not in a civil context, but I'm sure she was in
 13 the union if she was a hospital attendant.
 14 FREEHOLDER O'DEA: So Abe, I think
 15 part of the issue that you're going to have is
 16 November, December, January, February, March, April,
 17 right? Based on that, sometime in April, Ms. Thomas
 18 would have reached the six-month period. At that
 19 point in time, she continued to remain in
 20 employment. The argument is that she began her,
 21 we'll call it permanent, not seasonal, her
 22 non-seasonal designation.
 23 Then you've got October to November --
 24 April to May, May to June, June to July, July to
 25 August, August to September. You now have a

Page 66

1 five-month period and based on an October 1st
2 deadline, a week or two.
3 MS. THOMAS: Right.
4 FREEHOLDER O'DEA: So
5 Mr. Administrator, if that's factual, I'm not sure
6 how someone that's got five months would not at
7 least be afforded a hearing. You were terminated
8 without a hearing?
9 MS. THOMAS: Without a hearing. I
10 thought the chain of command was after you 90 days
11 and you become permanent, if by chance you do
12 something wrong, you are supposed to be suspended.
13 FREEHOLDER O'DEA: Right.
14 MS. THOMAS: I was never even
15 suspended.
16 FREEHOLDER O'DEA: So you weren't
17 suspended?
18 MS. THOMAS: I wasn't suspended.
19 FREEHOLDER O'DEA: Or notified what
20 your charges were. They just said you're
21 terminated.
22 MS. THOMAS: They notified me of some
23 bogus charges.
24 FREEHOLDER O'DEA: All right. So at
25 least you have the information you need to follow

Page 67

1 up. I would advise you to just come back to the
2 next meeting. We can get you these answers.
3 MS. THOMAS: Thank you.
4 FREEHOLDER CIFELLI: Can I ask one
5 question of Ms. Thomas? Did you request
6 representation?
7 MS. THOMAS: I requested not the
8 second time because I already knew what they were
9 going to do. I knew they were going to fire me. So
10 I didn't have -- nobody was even there then to
11 represent me.
12 FREEHOLDER O'DEA: So was there a
13 hearing?
14 MS. THOMAS: It wasn't no hearing.
15 They just brought me in and said after we did the
16 extra 30 days of probational period, we found X, Y,
17 and Z, and you're terminated.
18 MR. ANTUN: There is no hearing, I'm
19 not speaking to these particular issues, in general
20 when you're doing a provisional period.
21 FREEHOLDER O'DEA: An individual on
22 the 89th day can be terminated without a hearing.
23 FREEHOLDER CIFELLI: Did you speak to
24 someone in the union about the situation?
25 MS. THOMAS: I spoke to someone in

Page 68

1 the union about the situation after. As the nurse
2 that I worked under, which is Chi-Chi, she is a
3 union rep, and I think she was upstairs. I'm not
4 sure where she was at, but she wasn't even asked to
5 come in, and she was there that day.
6 FREEHOLDER CIFELLI: My question is,
7 does the union knows about the situation?
8 MS. THOMAS: They know it.
9 FREEHOLDER CIFELLI: Does the union
10 have a problem with the way it was handled?
11 MS. OKEKE: Actually, we just
12 mentioned two days ago to the union.
13 FREEHOLDER O'DEA: Which union is it?
14 MS. OKEKE: 1199J. We just mentioned
15 it two days ago after the meeting with the union
16 representative and apart from that, they didn't
17 notify me.
18 THE CLERK: Mr. Chairman, time is up.
19 MR. BATTISTA: We have quarterly
20 meetings with a representative from 1199J, and we go
21 through pending issues. They bring to our attention
22 any issues they have.
23 FREEHOLDER CIFELLI: There seems to
24 be a vagueness as to what her status is. Does the
25 union have to look at it and say, you know, we've

Page 69

1 got to stand up and protect her if she's in the
2 union, if she's not, you walk away from her? Where
3 is the union?
4 MR. BATTISTA: I'll find out.
5 FREEHOLDER CIFELLI: She's paying
6 dues.
7 MS. THOMAS: Right.
8 MS. OKEKE: After you get suspended,
9 you tell them you need your union rep. They will
10 you tell you don't know need one. That's what
11 they're telling you.
12 FREEHOLDER O'DEA: Who tells you?
13 MS. OKEKE: Diane Stevens, she's the
14 technician.
15 MR. BATTISTA: With all due respect,
16 I don't think we should go into that because
17 Ms. Stevens is not here.
18 CHAIRMAN ROMANO: We will get the
19 report by the next meeting.
20 FREEHOLDER O'DEA: After the meeting
21 I will give you Susan Cleary's cell phone number,
22 and you should speak to the president of the union
23 on the issue that Freeholder Cifelli raised which is
24 if the union's position is you have had more than
25 enough time there to be eligible for a hearing, they

Page 70

1 immediately, and you were in the union because you
 2 were paying the due, they should immediately serve
 3 notice on the County on your behalf. I think as
 4 rather as we look into it, Freeholder Cifelli is
 5 right. You've got a representative who may have an
 6 ability to step in.

7 FREEHOLDER CIFELLI: Also, my concern
 8 is that I don't want something going on that should
 9 be the purview of the union. I don't know what the
 10 business of this Board is to stick its nose in it.
 11 That's why the union has collective bargaining.

12 FREEHOLDER O'DEA: Unless someone
 13 erroneously never notified the union.

14 FREEHOLDER CIFELLI: I'm not clear as
 15 to where the union is. Until the union steps up to
 16 the plate, I don't think we should be talking about
 17 it, and that's what the CBA is all about. How do
 18 you know if the union knows or doesn't know about
 19 this?

20 FREEHOLDER O'DEA: All I asked for
 21 was a review of the statements as to the chronology
 22 of employment and whether someone may have
 23 erroneously or improperly not put a person in a
 24 position outside of a seasonal because of the rules
 25 and regulations that govern that, and if in doing

Page 71

1 that created a status of employment for a period of
 2 time that would afford the individual rights that
 3 were not afforded to them when they were terminated.

4 FREEHOLDER CIFELLI: That's a
 5 question the union should be given.

6 FREEHOLDER O'DEA: Well, I'm going to
 7 give her the president of the union's cell phone
 8 number.

9 MS. THOMAS: Thank you.

10 THE CLERK: Additional speakers on
 11 any matter of public interest? There appear to be
 12 none, Mr. Chair. A motion to adjourn is in order.

13 FREEHOLDER MUNOZ: Motion to adjourn.

14 THE CLERK: Is there a second?
 15 Seconded by Cifelli. Opposed? The meeting is
 16 adjourned.

17 (Whereupon the proceeding is then
 18 concluded at 7:44 p.m.)
 19
 20
 21
 22
 23
 24
 25

Page 72

1 C E R T I F I C A T I O N
 2
 3 I, SHARI CATHEY, CCR, RPR, License No.
 4 30XI00234700, and Notary Public of the State of New
 5 Jersey, hereby certify that the proceedings herein
 6 are from the notes taken by me of a Regular Meeting
 7 of the Hudson County Board of Chosen Freeholder,
 8 held on Thursday, October 10, 2013; and that this is
 9 a correct transcript of the same.
 10
 11
 12
 13 _____
 14 SHARI CATHEY, CCR, RPR
 15 A NOTARY PUBLIC of the
 16 State of New Jersey
 17 I.D. No. 2283786
 18 Commission Expires 2/4/17
 19
 20
 21
 22
 23
 24
 25

1
 2
 3
 4
 5
 6
 7
 8
 9
 10
 11
 12
 13
 14
 15
 16
 17
 18
 19
 20
 21
 22
 23
 24
 25

<p>1</p> <p>1 2:23 6:24 12:21 13:19 32:12,15 1,500 4:16 10 1:9 72:8 1199j 68:14,20 11:40 31:8 12 54:15 1233 13:19 13 22:4 33:22 15 13:10,16 18:16 18 14:5 15:1 16:1 19 14:5 15:1 16:1 1941 3:18 1948 3:23 1st 61:24 62:11 66:1</p>	<p>3</p> <p>3 14:5 25:17 32:19 30 62:13,18 67:16 300 12:21 30th 64:18 30xi00234700 72:4 3rd 62:9 63:20 64:12,16,19</p>	<p>ability 70:6 able 10:13 28:17 abraham 1:20 absent 2:4 abstain 32:12 accept 44:10 accepted 49:5 accepting 14:13 accommodate 28:18 accountable 33:22 accurate 46:18 acknowledge 56:7 acknowledges 43:5 act 25:19 26:4 31:19 action 25:20 34:1 actions 6:16 addition 11:11 33:3 additional 10:18,22 12:19 13:3 15:18 59:23 61:19 71:10 address 13:14 26:21 29:16 42:6 57:24 addressed 42:6 57:25 adequate 2:21 adjourn 71:12,13 adjourned 71:16 administration 1:7 2:25 20:1 65:3,6 administrative 17:3 18:13 administrator 1:20 11:18,24 36:5,11,21 40:6 47:12 56:4,7 58:13 59:11 61:2 63:4 64:2,21 66:5 admittance 43:14 45:1 adopted 21:7 adoption 17:19 19:4 20:15 adults 9:6 advertised 17:8 18:19 20:5</p>	<p>advise 67:1 advised 39:17 46:24 aerospace 4:2,9 affairs 8:8 affect 14:15 afford 30:25 63:6 71:2 afforded 66:7 71:3 affording 56:15 african 22:4 28:13 afternoon 57:5 age 25:1 agenda 10:18,22 13:11,15,17 15:19 15:20,22 21:9 32:1 32:3 agendas 30:6 aggressiveness 54:7 ago 9:20 25:13 26:15 68:12,15 agree 61:8 agreed 44:10 agreeing 25:15 ahead 10:20 28:9 air 3:9,14,17,25 4:1 4:4,12,19,25 5:2,10 6:6,18,20 7:1,5 8:9 9:11,19 aircraft 4:21,23 5:15,19 7:7 albert 1:12 alberto 1:21 5:21 6:14 allegation 46:6 allegations 33:12 allegiance 2:18 allow 32:3 37:3 65:3 allowed 39:6 43:24 54:22,23,24 allowing 10:12 altered 33:21 44:11 46:7 47:22 48:1 amending 17:2 18:12 19:25</p>
<p>2</p>	<p>4</p> <p>4 16:1 42.2 22:9 4th 5:13 7:7 8:13</p>	<p>5</p> <p>50 4:17 522 14:21 522-10-2003 17:2 56 22:4,10 567 1:8 57 3:24</p>	
<p>2 3:2 7:3 32:17 2/4/17 72:15 20 15:1,1 22:4 20.5 19:25 200 17:2 18:13 2000 5:8 2008 42:15 44:5,10 45:7,13,23 46:24 48:19 51:24 2009 44:8 2010 38:1 39:4 43:11,24 44:20 47:6 50:22 51:4,10 2012 63:19 64:10 2013 1:9 5:13 7:7 17:8 18:19 20:5 44:16 72:8 22 14:24 2283786 72:14 22nd 63:18 64:9,10 25 12:24 15:21 26th 17:8 18:19 20:5 27,000 5:3 28 23:21 24:19</p>	<p>5</p> <p>6</p> <p>60 25:1 6:00 1:10</p> <p>7</p> <p>795-6200 31:8 7:44 71:18</p> <p>8</p> <p>8-1-2013 2:24 8.1 17:3 8.4 18:13 8.5 22:5 88 25:21 89th 67:22</p>	<p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>9,140 12:3 90 4:25 61:25 62:1,8 62:10,12,16 63:5 66:10</p>	
	<p>a</p> <p>abdicate 25:22 abe 36:19 65:14</p>		

<p>america 4:8,17 america's 3:20 american 22:4 americans 28:13 angel 6:13 anglo 22:5 annex 2:25 announced 43:11 announcement 43:11,13,14,25 44:25 50:22 answer 35:10 36:12 48:4,16 50:18 56:15 56:17 58:25 63:8 answers 67:2 anthony 1:12 anticipation 36:7 antun 1:20 10:19,21 11:19,25 12:16 13:5 14:8 15:10 25:6 40:10,16 56:9 57:2 57:7 59:12 63:8 64:4,23 65:1,8,11 67:18 anymore 51:24 apart 68:16 appeal 53:12 appear 15:19 46:3 71:11 appears 55:20 application 14:13 15:9,11 27:4 31:3,4 31:5 38:6 39:12 41:20 47:10 48:15 49:24 51:9 59:19 applications 14:6,8 27:8 30:5 51:2,8 applied 29:13,15 37:1,2 39:10 43:12 43:18 44:25 46:14 47:6 51:22 52:12 applies 58:19 apply 29:11,14 38:3 38:4 39:1,5,15 43:18,23 44:19</p>	<p>46:15 47:2 48:10 51:19 applying 5:22 appointed 27:25 37:16 41:6,8 42:19 45:11 appointment 21:20 25:1 27:21 37:8,20 37:21 39:20 42:16 44:5,6,8,10 45:14 45:16 appointments 13:19 24:6 27:12 29:3 approval 14:11 approve 15:8,21 30:6 38:5 approved 15:3 16:23 23:2 april 65:16,17,24 argument 65:20 arrival 5:23 article 17:3 18:13 asked 11:6 13:10 28:2 29:15,21 36:4 36:6,12 43:9 52:24 53:2 68:4 70:20 asking 15:15 35:11 asks 22:25 assistance 5:21 10:4 assistant 62:6 associate 45:9 association 30:19 assume 36:15 assumption 37:21 attached 25:6 attack 27:22 28:4 attendance 31:25 attendant 65:13 attended 34:18 attending 30:19 attention 68:21 attorney 30:21 31:19,19 attorneys 30:25 31:23</p>	<p>august 29:13 65:25 65:25 authority 11:21 25:3,4,5,23 26:3 53:8 authorizing 12:20 auxillary 3:25 available 17:11 18:22 20:8 avenue 1:8 18:14 awarded 29:8 aware 27:18 33:1 40:3 aye 19:1 20:12 32:13</p> <hr/> <p style="text-align: center;">b</p> <hr/> <p>b 1:11 back 9:22 14:23 28:13 29:22 37:10 44:5,9 46:8 48:3,9 50:9 54:4,6,17 55:6 55:22 58:24 59:3,10 62:10 67:1 balance 24:20,20,21 bandages 5:22 bargaining 70:11 base 9:12 based 12:8 33:18 48:22 49:3,20,24 50:5,10 56:21 58:22 65:17 66:1 basically 53:22 59:9 battista 1:19 53:10 57:8 61:8 63:14 68:19 69:4,15 bayonne 8:3 17:5 19:22 began 65:20 behalf 9:14 12:4 70:3 behavior 33:14 believe 24:12 41:14 46:25 47:3,7 62:9 believed 39:9</p>	<p>belmont 18:14 benefit 5:4 best 9:9 33:8 47:25 better 9:5 bigger 59:7 birth 29:16 black 28:10 blackballed 52:12 blind 33:11 board 1:1,4,18 2:24 3:12 6:22,24 7:3 8:10 10:23 11:1,12 12:1,2,7,9,19 13:9 13:15 14:7 17:11,17 18:22 19:2 20:8,13 21:10,21 22:12,13 22:16,17,24 23:6,12 23:13,18 24:7,7,13 24:24,25 25:2,8,21 26:21 32:8 33:5,7 34:1,19,24,25 46:23 70:10 72:7 board's 12:8 boards 11:5,9 23:6,7 23:19,23 24:8 bobby 8:2 bodies 54:14,15 55:2,13 body 15:5 22:10 26:3 bogus 66:23 boss 27:24 bothers 50:20 boulevard 17:5 box 59:20 boxes 4:21 boy 12:20 breakdown 10:25 22:3 brian 5:19 6:7 bring 6:19 8:4 23:8 68:21 bringing 12:9 brought 29:25 40:9 67:15</p>
--	--	---	--

building 1:7 2:25 bulletin 2:24 17:11 18:22 20:8 burner 28:13 business 3:6 10:18 21:8,10 70:10 busy 56:6	cell 69:21 71:7 center 6:2 certain 28:23 49:19 53:23 56:12 63:6 certificate 29:17 certification 29:5,11 45:9,10 certify 72:5 cetera 59:19,19 chain 66:10 chair 11:2 55:15 71:12 chairman 1:12 2:15 2:16,20 3:7,12,15 3:16 7:24,25 9:16 10:15,19,20,21 11:17,19,23,25 12:11,17,18,22 13:1 13:4,6 14:24 15:20 15:23 16:21,22 17:14 18:9,10 19:19 19:20 21:5,6,11,12 23:14,15 26:16 31:14,21 32:4 35:2 35:13 36:1 38:13 39:22 41:23 42:4 48:5,11,18 49:11 50:12,17 51:25 52:4 59:22 68:18 69:18 chairs 34:24 challenge 25:25 chambers 1:8 chance 62:14 66:11 change 30:11 41:1 48:9 changed 40:7,23 41:4 44:12 46:7 49:10 changes 25:12 26:8 chapter 17:2 18:13 character 24:17 charges 66:20,23 charnee 61:22 check 12:3,8 59:3	chi 61:23,23 68:2,2 chief 26:18 54:20 chirwe 60:2 choose 59:17 chosen 1:1,4 6:22 33:7,8 72:7 chronology 70:21 chunk 30:11 cifelli 1:12 2:1,2 7:10,11 12:15 16:7 16:8 17:16,20,21 18:25 19:5,6 20:11 20:16,17 38:13,14 38:22 45:12,25 46:17 48:6,14 67:4 67:23 68:6,9,23 69:5,23 70:4,7,14 71:4,15 circumstances 40:17 58:21 citizens 4:7 6:25 9:25 city 1:9 2:25 3:8 5:9 5:14 6:4,17 7:1,4 8:2,4,8 9:1,22 10:1 12:4,15 14:6,14,23 18:15 24:4 29:12,19 civil 3:9,13,17,25 4:4,12,19 5:2,10 6:6 6:18,20 7:1,5 8:9 9:10,19 33:14 35:18 36:14 38:19 41:6,10 41:20,21 43:4,5 49:1,12,12,24,25 50:3,7,13,22,25 51:10,22 52:14 55:21,22 57:19 58:5 58:8,16,17,20 59:3 59:6 65:10,12 civilian 3:19 claim 33:4 35:25 53:13 claims 50:21 51:25 clarification 13:20	clarify 30:20 clarity 12:10 22:6 classwork 10:14 clear 26:6 53:11 70:14 clearly 31:5 47:22 50:16 cleary's 69:21 clerical 40:1 clerk 1:21 2:1,3,5,7 2:9,11,13,15,17,20 2:21 3:3,13,17 7:12 7:14,16,18,20,22,24 10:16,17 11:18 12:18,24 13:3,7,8 15:18,25 16:4,7,9 16:11,13,15,17,19 16:21,23 17:22,24 18:1,3,5,7,9,11 19:7 19:9,11,13,15,17,19 19:23 20:18,20,22 20:24 21:1,3,5,7 26:16,17,20 31:14 31:24 32:6,10,14,17 32:19,21 39:22 52:6 55:15 59:23 61:19 68:18 71:10,14 close 17:17 19:2 20:13 closed 17:19 19:4 20:15 coasts 3:22 cockpit 4:23 5:16 code 17:3 18:13 20:1 collect 54:25 collective 70:11 college 10:25 21:21 22:2 23:6 27:8 colloquy 53:11 come 9:1 26:10 33:11 34:14,19 35:9 48:3 51:2 59:14 67:1 68:5 comes 29:2 30:7
c	c 1:15 63:12 72:1,1 caballero 6:11 cadet 4:2 5:13 8:25 cadets 5:3,20 call 65:21 callahan 11:11,14 14:3 23:10,11,20 called 40:14 62:10 62:11 65:5,7 calling 27:19 28:23 40:13 cameras 4:22 campaign 28:21 canopy 5:19 capital 4:18 captain 5:20 8:7,7 card 29:16 cards 58:24 care 28:9,17 carefully 59:21 cargo 3:22 case 43:12 46:21 52:17 53:12,13 60:10 64:25 cases 26:4,4 categorization 40:8 categorized 40:12 42:25 category 56:24 cathey 72:3,13 causes 27:6 cavanaugh 5:20 6:14 8:3 cba 70:17 ccr 72:3,13		

command 66:10 commander 6:7 9:15 commend 3:8 7:3 comment 21:20 27:2 57:1 comments 13:10,16 21:9 26:17,23 59:25 commission 35:18 72:15 commitment 9:24 committee 34:4,8,25 35:1 46:22,23 52:2 communicate 23:4 communities 4:17 community 8:23 9:3 10:25 11:16 21:21 23:6 27:8 30:24 54:5,7,17 55:6 comparable 41:24 compel 34:1 competitive 41:7 complained 53:23 complaining 34:10 53:15 complaints 34:5 53:22 complicated 51:17 composite 3:8 5:9 5:14 6:4,17 7:1,4 8:9 concern 11:12 46:20 56:19 64:3 70:7 concerning 53:3 56:18 concerns 56:12 concluded 71:18 concludes 21:8 conclusion 13:12 congress 3:23 congressman 14:1 consent 15:20,22 32:1 consider 14:19,22 31:11	consideration 34:22 considered 31:1 consist 34:9 contact 35:17 contacted 37:13 contention 40:21 47:21,23 contested 55:21 context 65:12 continue 10:15 11:23 13:6 33:10 34:16 continued 65:19 contradict 24:5 50:7 contradicts 50:6 contribution 12:20 control 15:4 conversation 11:4 21:25 22:19 23:9 25:13 34:14 copied 42:7 47:19 copies 3:2 33:3 40:5 copy 30:15 36:19,20 38:12 39:23,24 41:14 44:3 48:23 49:6 52:13,14 58:13 59:11 correct 36:15 37:2 45:22 46:19 49:18 49:22 56:8 61:1,7 72:9 correction 25:18 correspondence 36:3 corruption 27:16 cost 33:15 council 14:6,23 councilman 8:2,2 counsel 1:18,19 31:3 country 24:11 country's 3:22 county 1:1,4,7,19,20 1:21 3:3,10 5:11 6:19,22 10:1,7,10 10:11 11:3,6 12:4	13:20 14:2 15:11,13 19:25 20:2 21:20,25 22:8,15,17,19,21,24 23:19,23 24:24 25:22 26:5,18 27:15 28:2 29:20,23 30:14 31:3,7,7 32:24 33:2 33:9,13,14,23 35:20 35:25 36:18 38:17 41:21,21 42:7 43:18 45:20 49:1 50:7 52:10 53:17,20,20 54:22 55:9,11,16 56:13 58:23 59:5 70:3 72:7 course 11:22 21:4 43:2 51:3 court 32:25 crash 5:25 create 11:15 created 71:1 credential 50:5 credentials 48:20 credit 6:18 crossed 37:17 culpable 53:6 currently 5:3 51:16 curriculum 5:4	debate 27:6 december 3:18 65:16 decide 58:15 decision 24:14,21 56:14 decisions 53:24 dedicated 33:22 dedication 9:25 defeats 34:7 defendable 59:15 defensible 59:16 deference 39:25 definitely 30:2 definition 45:18,20 45:25 46:10 degree 45:9 demoted 33:17 37:9 37:23 39:17 44:13 44:14,15,17 50:9,10 demotion 41:5,15,17 50:13,16 denied 43:13,25 45:1 department 14:10 33:2 34:6 37:14 39:21 47:18 57:14 departments 33:13 designate 37:7 designated 20:1 designation 36:23 40:24 65:22 determine 59:4 determined 37:4 51:23 53:20 devotion 7:5 diane 69:13 didomenico 1:13 2:3 7:8,12,13 15:24 16:9,10 17:15,22,23 19:7,8 20:11,18,19 21:11,13 25:15 differ 59:11 different 8:24 23:4
d			
		daisy 6:10 date 61:14 63:15 dated 37:18 dates 39:21 64:8 day 10:3,5 24:19 54:24 61:1,6,25 67:22 68:5 days 60:6,7,7,10 61:3,5,7 62:1,8,10 62:12,13,16,18 63:5 66:10 67:16 68:12 68:15 deadline 66:2 deadlocked 14:14	

<p>difficult 24:14 directed 43:7 direction 5:24 directional 6:9 director 29:14 49:17 50:18,25 57:23 disagree 47:24 disaster 4:8,15 disciplinary 59:4 discipline 40:8 53:9 discrepancy 12:13 discussing 13:11,13 discussion 10:18 61:13 disposition 56:12 disputes 57:16 distributed 3:7 district 23:22,24 24:17 diverse 22:2,25 24:9 diversely 23:18 diversify 24:23 diversity 24:10,11 25:8 29:2 division 43:15 45:1 document 37:15 41:4 42:17,19,24 47:22,24 50:8,15 documentation 22:12 34:12 36:13 40:7 47:5 documents 33:4 46:6 47:19 doing 27:23 62:15 67:20 70:25 don 57:7 donato 1:19 doreen 1:13 21:12 dublin 1:13 2:5,6 7:14,15 12:15 16:11 16:12 17:24,25 19:9 19:10 20:20,21 32:5 34:3,23 due 31:1 45:2 57:21 69:15 70:2</p>	<p>dues 69:6</p> <hr/> <p style="text-align: center;">e</p> <hr/> <p>e 1:6,6,11,11,14,17 1:17 56:5,11 57:3 63:12,12 72:1 earlier 43:9,21,23 early 57:5 earn 33:24 easiest 36:11 editors 3:4 educated 28:6 education 4:3,9 43:16 44:1 45:3 48:21 49:20 51:24 educational 39:18 49:3 50:11 edward 1:18 effect 49:7 effective 37:22 effort 3:20 10:2 efforts 9:19 either 51:19 59:14 election 28:22 elevated 45:16 eligible 69:25 eliminate 17:3 elinore 40:18 50:17 elite 4:24 else's 33:25 emerged 4:4 emergency 4:2,13 4:15 5:6 employee 34:16 35:16 38:19,24 40:8 40:13,15 62:17 63:19 64:22 employees 33:10 34:5,18 35:20 employer 37:9 58:2 employers 58:5 employment 56:24 57:21 58:1,7,22 65:20 70:22 71:1</p>	<p>emt 6:11,14,15 ended 64:5 enforced 59:2 engine 4:20 entered 36:18,20,21 36:23 46:3 entertain 27:10 entertained 60:23 entitled 3:8 12:19 17:1 18:12 19:24 equal 59:5 equipped 4:21 eric 8:7 erroneous 46:24 erroneously 36:18 36:20,20,23 70:13 70:23 error 43:2,3 46:4 errors 40:2 especially 35:7 esq 1:18 essence 39:6 establish 34:8 established 4:23 5:8 34:4 establishing 3:24 et 59:19,19 evaluated 48:21 evening 13:18 32:23 60:1 61:21 eventually 42:2 everybody 28:18 30:11 evidence 33:20 exactly 25:12 60:14 exam 36:25 37:1,3,3 42:3,11,21 43:24 45:20,21,24 46:10 51:17,18 examination 39:16 example 41:24 exceeds 64:25 excelled 5:9 exception 30:17</p>	<p>excuse 58:4 exec 11:3 13:20 14:2 22:1 28:3 exec's 31:8 executive 22:15,19 22:21 25:22 26:5,18 exemplify 6:5 exercise 5:12 10:13 expect 24:22 expeditiously 35:12 experience 49:4,20 expires 72:15 explain 22:24 explanation 45:13 45:17 extended 62:12 extent 61:17 extra 62:18 67:16 extraordinary 6:6 21:22 eye 33:11</p> <hr/> <p style="text-align: center;">f</p> <hr/> <p>f 1:11 17:4 72:1 face 64:25 65:1 faced 24:16 facilitating 6:1 facilities 10:8 fact 9:11 30:4,4 31:7 37:17 38:3,17 46:2 46:14 47:6 48:7,10 50:10 factual 46:13 66:5 fair 28:16 56:13 59:5 fairness 39:25 56:15 fallen 56:23 false 33:18 45:3,4 familiar 29:6 58:10 families 55:11 family 55:9 far 61:25 fault 54:1 faulting 36:10</p>
--	--	--	--

<p>favor 17:16 18:25 20:11 21:21 32:6,8 fax 31:6,10 february 43:11 65:16 fellow 4:7 6:25 felt 24:14 26:8 female 25:3 figure 62:18 figured 62:25 file 33:19 40:2 41:3 43:3 47:14,15,17 filed 42:24 filled 11:5 51:11,13 final 17:19 19:4 20:15 find 51:20 52:11 63:10 69:4 finding 4:6 6:10 fingers 30:2 finished 31:16 fire 67:9 fired 54:23 first 3:6 10:24 17:1 29:24 35:14 41:2 five 13:11 26:23 55:12 59:25 61:5 66:1,6 fixed 17:6 18:17 20:3 flag 2:19 fledging 3:18 fleet 4:20 flew 3:19 flight 5:5 8:15 floor 2:25 florida 8:14 florio 1:18 31:24 flying 3:21 follow 49:17 66:25 following 6:3 follows 2:22 6:23 football 12:5 force 4:1</p>	<p>force's 4:25 forced 5:18 forehead 5:17 forget 28:20 58:4,7 former 13:23,24 forming 30:24 forward 25:9 57:3 59:6 found 5:16 12:12 38:19 52:20 53:6 67:16 founded 3:18 four 8:16 60:6 61:7 frame 58:11 frames 18:16 free 30:12 freeholder 1:12,13 1:13,14,14,15,15,16 2:1,2,4,6,8,10,12,14 7:8,10,11,13,15,17 7:19,21,23 9:17 11:2 13:2,2,23 14:18 15:4,13,16,24 15:24,25 16:2,4,6,7 16:8,10,12,14,16,18 16:20 17:15,15,20 17:21,23,25 18:2,4 18:6,8 19:5,6,8,10 19:12,14,16,18 20:16,17,19,21,23 20:25 21:2,4,11,13 21:19,24 22:18 23:14,15,17 24:2 25:7,15,21 27:3 31:22,23,24 32:2,3 32:5,5,10,12,16,18 32:20,25 33:7 34:23 34:24 35:13,14,19 36:1,2,17 37:24 38:11,13,14,20,22 39:2,23 40:4,10,11 40:18,21 41:12 42:8 42:12,14,22 43:8,19 44:15,19,23 45:12 45:25 46:17,20</p>	<p>47:21 48:2,6,6,14 48:19,25 49:16,23 50:2,19 51:6,15 53:1,10 55:18,25 56:3,10 57:2,4,15 57:23 58:12 59:13 60:3,12,15,18,22 61:9 62:3 63:3,9,15 63:21 64:1,7,10,12 64:17,20,24 65:2,9 65:14 66:4,13,16,19 66:24 67:4,12,21,23 68:6,9,13,23 69:5 69:12,20,23 70:4,7 70:12,14,20 71:4,6 71:13 72:7 freeholder's 2:24 17:11 18:22 20:8 freeholders 1:1,4,8 6:22 13:9 21:9 52:17 friday 21:16 60:9,9 fulfilling 5:10 full 4:22 fullest 61:17 fund 29:5,10 funds 29:12,21 further 57:1 future 4:9 24:23 futures 9:4</p>	<p>g</p> <p>g 1:21 gather 46:3 gaughan 26:19 general 17:12 18:23 20:9 67:19 getting 10:5 gibney 40:19,19,20 41:2,15 42:1,5,10 42:13,18 43:1,17 47:4,13,14,25 49:22 50:18 51:1,4,13 57:23,25 58:10</p>	<p>gibney's 45:17 47:23 gilberto 5:18 6:10 girl 29:10 give 12:14 26:1 31:22 52:15 58:12 69:21 71:7 given 31:1 39:20 42:15,16 45:6 49:8 50:8,16 62:18 71:5 gives 48:15 giving 8:17,23 62:13 glad 10:4 gladly 43:3 glass 4:22 glider 5:15 7:6 go 9:22 10:20 14:23 23:3,25 27:21 28:9 29:11,14,23 30:24 35:4 43:21 49:12 59:2,14 68:20 69:16 goes 15:2 27:14 going 9:12 14:3,16 15:2,3 24:1 26:13 28:9,24,25 29:6,25 30:2,16 34:9 35:4 36:22 37:24 39:8 41:9 42:2 44:11 46:8,16,22 47:9 48:12 51:20 55:8,10 55:13 58:14,23,24 59:14 60:18,19 64:7 65:15 67:9,9 70:8 71:6 golf 11:21 good 8:2 10:6 11:3 13:18 23:11 32:23 34:7 60:1 61:21 62:17 governing 15:5 26:3 governs 70:25 grace 17:5 19:21 grant 29:8 30:5 grants 30:6</p>
--	---	--	--	---

<p>great 9:7,13 11:10 11:11 21:23 23:13 green 28:10 grieve 35:15,21 ground 6:7,8,12 group 3:19 8:5 28:23 30:24 guess 12:3 43:8,21 63:4 guy 8:4 guys 14:12 31:5</p>	<p>held 33:21 46:10 72:8 helicopter 5:23,24 help 55:5 helping 4:7 hi 61:21 high 4:21 27:24 hire 30:4 hired 64:4,8 hispanic 11:13 22:4 22:9 24:15 history 59:4 hoboken 13:19 14:5 14:23 15:11,15 27:1 28:21 29:18 30:10 hold 12:2 46:12 58:24 holds 51:16 home 42:6 52:11 homicide 54:15 honor 6:19,24 21:17 honoring 4:10 hope 8:19 22:14 25:9 29:1 34:8,13 34:21 61:16 hopeful 57:10 hopefully 34:14 hoping 21:13 hospital 62:6 63:18 65:13 hudson 1:1,4,7,19 3:10 5:11 6:19,22 12:4 19:25 21:20 22:16,23 24:24 27:15 31:6 32:24 33:2,9 72:7 huge 30:11 human 43:2,3 humanitarian 4:5 hypothetical 14:12</p>	<p>ideals 7:5 identify 22:15 27:1 ignore 33:11 ii 3:21 immediate 34:1 immediately 37:22 41:5 60:5 70:1,2 impact 28:24 impeccable 24:17 important 4:15 54:20 impression 38:25 improper 33:1 improperly 33:20 70:23 improvement 11:20 25:3,4,5 incident 6:7 include 44:4 includes 5:3 15:21 including 5:6 incomplete 44:4 incorrect 41:19 indicated 38:3 44:9 57:7 indicates 39:4 individual 24:16 28:5 40:6,9,24,25 46:22,23 50:21 51:19,22 58:19,21 64:21 67:21 71:2 individuals 34:25 53:4,6 56:23 information 10:23 10:24 11:21 12:5 33:18 36:6,8 44:2 47:10 56:4,22 57:6 57:13 59:6,9 63:10 66:25 informed 46:16 informing 27:17 infrared 4:22 initials 37:19 inland 4:25</p>	<p>inserted 44:8 inspire 4:10 instance 23:21 instances 49:18 instructing 8:15 intend 53:25 intended 33:6 interest 13:13 22:16 26:22 33:8 59:24 61:20 71:11 interested 11:7 interesting 24:3 introduced 17:7 18:18 20:4 introduction 16:24 investigate 30:3 34:2,11 involved 12:12 53:13,22 57:8 irrefutable 40:22 issac 5:21 6:14 issue 11:10 33:6 34:12 35:9 39:16 43:20 45:5 48:16 55:19 56:18 58:14 59:7,13 60:23 64:2 65:15 69:23 issues 28:25 34:5,19 37:12 58:17 67:19 68:21,22 item 10:24 11:20 12:1,19 13:15 15:21 25:16,18 items 10:22 13:4,11 13:17 15:19,22 16:23 21:8 56:6</p>
<p>h</p>			
<p>h 63:12,14 half 55:1 hall 48:13 hand 56:2 handicap 17:4 handled 35:12 68:10 hands 10:6 happen 34:16 55:8 55:11,13 happened 37:6 47:17 48:20 63:11 happens 21:22 happy 25:17 hard 27:3 33:23 hcia 25:2 he'll 11:8 21:23 hear 11:10 34:20 heard 23:17 24:8 26:14 hearing 17:6,9,18 17:19 18:17,20 19:3 19:4 20:3,6,14,15 25:12 31:2 54:24 60:9,12,19,20,24,25 61:1,4,5,10,11,12,14 61:14 66:7,8,9 67:13,14,18,22 69:25 hearings 30:19,25 heart 8:4 heated 27:6</p>			
	<p>i</p>		
	<p>i.d. 72:14 idea 48:16</p>		
		<p>j</p>	
		<p>j 1:18,19 january 65:16 jeffrey 1:13 jersey 1:9,9 2:25 3:1 3:4,8 5:8,14 6:4,17 7:1,4 8:1,4,8 9:1,22 12:4,14,21 14:9</p>	

<p>18:15 24:4 27:2 72:5,14 job 21:23 28:17 35:2 48:24 49:6,10 52:11 55:1 62:3,5 jobs 52:12 joe 52:6,7,8 john 17:4 jose 1:15 6:8 12:15 21:24 24:2 25:10 joseph 6:13 journal 3:4 judge 11:11,13 23:10,11,19 judiciary 53:7,16,19 53:24 judith 6:11 july 65:24,24 juncture 9:20 22:2 june 62:9 63:20 64:12,15,17,19 65:24,24 junior 1:14 25:5 juvenile 54:8 juveniles 54:4,6,9 54:16 55:4,9</p>	<p>28:4 29:6 30:13 35:1,3 36:2,10 39:11 40:10,16 42:1 43:20 46:4,7,11 47:13,23,24 48:9 49:17 52:1,18 54:12 56:2,6,11,25 62:1 62:13 65:5,9,10 68:8,25 69:10 70:9 70:18,18 knowing 27:15 knowledge 48:1 known 4:13 knows 41:6 68:7 70:18</p>	<p>39:24,25 40:5 41:11 41:13,13 42:5,7 43:20 44:3,3 46:18 50:21 level 25:8 libreros 6:12 license 72:3 life 54:19,20 liggio 1:14 2:7,8 7:16,17 13:2 16:13 16:14 18:1,2 19:11 19:12 20:22,23 light 29:1 limit 13:10 26:22 limited 13:16 18:15 lincoln 18:15 24:19 line 41:19 lines 65:4,4 list 49:19 51:2,10,12 51:21 54:10,11,12 54:13 55:21,22 56:1 56:4 57:21 58:11,16 59:3,10 listed 15:22 listened 55:3 little 22:6 24:19 50:20 live 28:20 lives 4:6 23:22 24:16 living 21:16 logical 47:1 logically 47:7 long 24:7 26:15 28:12 50:24 63:21 longer 22:13 look 30:1,15,16 34:5 35:5 57:18 60:10 63:1,10 65:3 68:25 70:4 looking 22:2 55:1 lost 4:7 52:18 lot 8:21,24 9:9,10,24 9:24 24:8 27:4,7,9 27:23 28:25 52:3</p>	<p>loyal 33:23</p>
<p>k</p> <p>katia 13:21 22:13 keep 4:8 13:15 59:24,25 kennedy 17:4 kept 9:9 kevin 14:3 kids 8:25 54:18 killed 54:18 kind 27:3 34:7 48:15 knew 8:13 54:20,21 67:8,9 know 9:10,19,24 10:4 11:13 12:6 21:24 22:12 23:20 24:1,17,18,25 25:9 25:25 26:12 27:13</p>	<p>l</p> <p>l 1:17 lacked 37:4 lacks 23:18 laid 63:23,25 languaged 31:12 large 22:7 largest 4:20 latinos 27:11 laudatory 3:7 law 3:24 17:9 18:20 20:6 25:25 61:17 lawsuit 55:7 lawsuits 33:15 leader 6:8 leaders 4:9 5:5 league 12:5 24:19 learn 9:2 10:2 led 3:19 ledger 3:5 left 28:13 64:14 legal 48:16 53:8 legality 48:10 legally 42:23 legislators 26:8 legislature 26:2 letter 31:13 36:14 37:25,25 38:2,8,9 38:15,16,21,23 39:4</p>	<p>l</p> <p>live 28:20 lives 4:6 23:22 24:16 living 21:16 logical 47:1 logically 47:7 long 24:7 26:15 28:12 50:24 63:21 longer 22:13 look 30:1,15,16 34:5 35:5 57:18 60:10 63:1,10 65:3 68:25 70:4 looking 22:2 55:1 lost 4:7 52:18 lot 8:21,24 9:9,10,24 9:24 24:8 27:4,7,9 27:23 28:25 52:3</p>	<p>m</p> <p>m 63:14 machine 27:25 mail 56:5,11 57:3 maintenance 55:23 major 5:17,23 23:23 majority 49:23 making 11:4 24:8 56:14 maldonado 1:14 2:9 2:10 7:18,19 9:17 16:15,16 18:3,4,25 19:13,14 20:24,25 21:19 23:18 27:3 48:19 49:16 50:2 male 24:15 males 25:1 man 54:13 55:12 manner 26:9 59:6 march 65:16 maria 6:9 mariet 6:12 marilyn 29:15 mater 28:11 matter 12:10 26:21 28:16,19 31:7 34:2 35:5 63:2 71:11 matters 13:13 34:20 59:24 61:20 mayor 5:19 24:4 mayor's 13:21 mayors 22:22,23,25 23:2,4 meadowview 61:22 62:9 63:18 mean 14:25 15:3 35:19 42:9 60:15 meaning 43:12,17 medal 21:16 medevac 5:23 medical 5:21 meet 37:10 39:6,18 45:6,7 49:7,9 50:11</p>

<p>meeting 1:3 2:22 12:2,9 13:12 17:8 18:19 20:5 32:25 34:4,13 36:6,7 48:3 51:7 52:2,5,9 67:2 68:15 69:19,20 71:15 72:6 meetings 27:18 34:18 68:20 member 24:14 36:3 members 3:13 5:14 5:25 6:3,8,10,12,17 7:4 8:9,12,16,16 13:9 23:1,7 25:3 27:17 28:6 34:9 35:7,8 53:7 memo 11:20 53:3,4 53:5,11 54:2,5 55:3 57:15,25 memories 29:7 men 6:24 mendoza 6:13 mention 22:14 mentioned 3:2 28:15 68:12,14 mentioning 29:9 merits 46:8 message 8:17 messages 8:15 met 45:10 microphone 28:1 military 4:11 9:12 mind 39:3,7,11 mine 31:8 minimum 43:16 44:1 45:2,5,7 51:23 minute 18:16 29:23 minutes 13:11,12,16 26:23 59:25 mis 40:12 misconduct 33:12 misleading 54:2 misled 53:25 mission 23:3</p>	<p>missions 3:22 4:1,16 5:1,10 mittell 5:20 6:9,11 modified 31:4 moment 21:14,18 money 12:14 29:19 29:20,20,24 30:5,6 30:8,10,13 33:15 moniker 63:6 montgomery 10:10 month 65:18 66:1 months 35:10 50:24 52:11 63:22,24 64:5 64:20,23,24,25 66:6 motion 4:22 15:21 15:23 17:14 32:1,2 32:4,9 71:12,13 move 25:17 moved 8:3 9:21 movement 24:9,11 24:23 moving 25:9 municipalities 15:5 municipality 29:7 29:22,25 munoz 1:15 2:11,12 7:20,21 11:2 13:2 15:24 16:2,4,6,17 16:18 18:5,6 19:15 19:16 21:1,2,25 22:18 30:17 35:13 35:14,19 71:13 murdered 54:10 murray 54:22,23</p> <p style="text-align: center;">n</p> <p>n 1:6,6,17 63:12 72:1 name 52:7,8 57:20 59:20 60:1 61:22 63:13 names 59:3 nancy 32:21,23 nation 8:24 9:4</p>	<p>nation's 4:10,18,24 national's 4:5 nature 39:14 near 3:22 nearby 6:1 nearly 5:3 necessarily 49:21 need 22:1,10,24 26:9 47:10 66:25 69:9,10 needed 55:6 needing 10:3 needs 22:21 neg 29:4,10 negative 57:13 neglect 33:25 negligence 33:12 never 8:19,19 37:19 46:14 51:20 58:2 62:23 63:25 66:14 70:13 new 1:9 3:1 12:21 12:21 14:9 27:2 72:4,14 nicholas 21:15 night 29:9 nj112 3:9 5:9 6:4 7:2 7:4 nominates 28:3 nomination 21:22 23:16 24:6 nominees 27:13 non 65:22 normal 51:2 nos 16:1 nose 70:10 notary 72:4,13 note 24:3 47:12 64:14 noted 19:23 notes 72:6 notice 2:21,23 17:9 18:20 20:6 27:7 35:25 37:9 70:3</p>	<p>notified 44:12,12 66:19,22 70:13 notify 68:17 notwithstanding 38:17 45:19 46:2 november 65:16,23 number 12:22 25:13 31:6,8 56:1 69:21 71:8 numbers 4:16 nurse 61:23 62:19 62:20,22 68:1 nurses 62:24</p> <p style="text-align: center;">o</p> <p>o 1:6,6,11,17 63:14 72:1 o'dea 1:15 2:4,13,14 7:22,23 13:23 14:18 15:4,13,16 16:19,20 18:7,8 19:17,18 21:3,4 23:14,15 25:7 32:2,5 36:2,17 37:24 38:11,20 39:2 39:23 40:4,11,18,21 41:12 42:8,12,14,22 43:8,19 44:15,19,23 46:20 47:21 48:2,7 48:25 49:23 50:19 51:6,15 53:1 55:18 55:25 56:3,10 57:4 57:15,23 58:12 59:13 60:3,12,15,18 60:22 61:9 62:3 63:3,9,15,21 64:1,7 64:10,12,17,20,24 65:2,9,14 66:4,13 66:16,19,24 67:12 67:21 68:13 69:12 69:20 70:12,20 71:6 o'neal 5:19,23 6:7 obtained 33:19 obviously 23:16 occurred 25:19 55:20</p>
--	---	---	---

<p>october 1:9 61:24 62:11 63:18 64:8 65:23 66:1 72:8 offered 49:4 63:20 offering 4:9 offers 5:5 officer 8:8 54:12 officers 20:2 oh 47:9 okay 12:16 13:24 15:14,17 29:20 31:20 35:6 54:8,11 57:12 okeke 60:1,2,4,14,17 60:21 61:18 68:11 68:14 69:8,13 oldest 21:16 ones 15:10 open 5:18 26:9 28:15 29:1 61:13 opening 24:18 operations 4:14 opinion 41:3 opportunities 5:5 opportunity 9:18 23:13 opposed 19:1 20:12 32:7 71:15 order 3:6 10:17 15:8 42:1 71:12 ordinance 16:25 17:1,2,7,13 18:11 18:12,18,24 19:24 19:25 20:4,10 21:7 25:17 32:15,17,19 ordinances 16:24 oresko 21:15 organization 8:18 8:22 9:7,8 organizations 4:6 original 37:10 38:17 44:5 50:13 oscar 54:21 outside 70:24</p>	<p>outstanding 6:16 7:6 overseeing 53:16 owens 46:17</p> <hr/> <p style="text-align: center;">p</p> <hr/> <p>p 1:6,17 p.m. 1:10 71:18 package 57:19 page 13:19 14:5 43:10 44:24 paid 47:20 pal 12:4,15 pandora's 59:20 pap 37:18 42:9,10 42:16 44:8 paper 29:25 30:18 52:14 paragraph 43:10 44:24 paralegal 45:9,10 paraphrasing 36:19 38:15 parents 8:1 park 13:19 18:15 24:19 parking 17:4 18:14 part 23:12 53:13,24 65:15 participated 6:4 participating 4:24 participation 10:12 particular 24:13 27:22 33:17 51:12 55:19 67:19 parts 9:25 pass 14:15 passed 3:24 passing 21:15,16 pat 13:18 14:24 patricia 26:24 27:1 patrol 3:9,14,18,25 4:4,12,19 5:10 6:7 6:18,20 7:1,5 8:9 9:11,19</p>	<p>patrol's 5:2 pavonia 1:8 pay 61:2,6 paying 69:5 70:2 pending 42:10 68:21 pennsylvania 3:11 5:13 pension 54:25 people 8:21 9:9,10 11:5,6,7 12:12 22:15 27:9 28:6,9 28:21 30:25 34:10 40:13 52:22 55:4 percent 4:25 22:4,4 22:5,5,9,10 percentage 22:7 performance 53:21 performing 4:14 period 51:1 56:16 61:25 65:6,18 66:1 67:16,20 71:1 permanency 44:20 63:6 permanent 36:18,24 37:8,17,21 38:18,25 39:10 40:13,24 41:16 42:20,25 43:6 44:22 46:1,25 47:3 47:3,8 48:8 62:2 63:20 64:15 65:5,7 65:11,21 66:11 permanently 3:24 41:5,8 62:9 perry 32:22,23,24 35:6,17,23 36:16 37:6 38:10 39:15 40:1 42:6,15 43:12 43:17,22 44:2,17,21 45:4,23 46:15,19 47:6,14,16 48:22 49:2 50:6,15 51:9 51:14,25 52:6,7,7,8 53:12 54:2 55:16,24 56:2 57:12,18 58:3 58:4</p>	<p>perry's 41:3 53:13 person 21:23 27:22 28:8 40:12 42:24 50:5 61:3,4,6 63:5 70:23 personal 62:22 personally 23:20 personnel 31:9 33:2 33:19,20 34:6 35:1 37:13 38:18 39:20 40:2,7,12,15,23 42:24 47:18 52:2,13 57:14,22 58:18 60:5 pete 5:20 6:9 phone 23:9 69:21 71:7 photo 8:5 photograph 8:6 pick 11:8 58:14 59:17 piggyback 46:4 pilot 5:6,16,24 6:1,5 7:7 pilots 3:19 place 9:5 35:15 39:19 53:16 60:24 planes 3:20 plate 70:16 play 30:21 please 2:17 8:5 13:15 26:22 30:1 31:16 59:24 60:3,10 60:11 pledge 2:18 plenty 62:24 point 35:24 37:2 39:9 40:23 46:25 65:19 pointing 30:2 policies 53:15 policy 13:8 56:14,18 56:19 57:1 58:17,18 59:1,2,16,17 63:4 political 27:16,24</p>
---	--	---	--

<p>population 22:3,9 portrayed 12:13 position 33:18 36:25 37:20 38:2,4,5 39:7 42:15 44:24 46:9,9 46:12 47:7,8 49:15 58:19 59:15 69:24 70:24 positions 20:2 49:19 50:1 51:11 59:16 possible 35:12 post 47:9 posted 17:10 18:21 20:7 38:5 posting 2:23 38:2 potentially 58:16 power 26:1,2 powered 27:24 practice 27:14 practices 33:2 prefer 36:21,22 premature 60:23 premier 4:5 prep 10:10 prepare 8:18 9:3,4 preparing 4:8 prequalifications 37:5 prerequisite 37:5 present 8:13 16:1 26:21 31:22 presented 33:3 34:12 president 69:22 71:7 pressure 5:22 pretty 35:2 previous 19:21 41:18 primarily 3:21 primary 4:1 prior 21:15 36:5 probably 25:14 probation 61:25</p>	<p>probational 67:16 problem 23:5,5,8 54:3 58:23 68:10 problems 34:17 62:24 proceed 2:20 proceeding 71:17 proceedings 1:4 72:5 process 22:20 24:6,9 27:13 28:2,4,16 31:1 34:24 35:4,7 35:15,16,20,22,24 41:10 50:3,25 processes 27:5 produced 33:19 proffered 24:5 program 5:3 8:25 53:25 programs 4:2 promised 11:8 promoted 42:2 45:15 promotion 42:20 45:6,15 48:20,21 49:8 promotional 41:9 42:11 43:10,13,14 43:24 44:25 49:5 51:17,18 promulgate 50:25 promulgated 51:10 proof 29:16 57:17 proper 10:5 protect 3:22 69:1 proven 52:22 provide 12:10 18:15 36:9 38:7 39:24 47:5 56:16 57:9 provided 2:22 5:21 5:24 27:8 36:9,12 36:13 55:19 59:8,9 provisional 36:24 37:20 40:14,25 41:10,25 44:9,13</p>	<p>45:18 67:20 public 3:24 8:8 13:10,13,14 17:6,12 18:17,23 20:3,9 26:10,11,11,22 27:18 28:6 59:24 61:20 71:11 72:4,13 puerto 4:18 pull 25:14 pulled 37:14 purple 28:10 purpose 27:12 34:8 purposes 13:21 18:16 purview 70:9 push 25:18 put 13:25 15:8 23:17 27:10 28:12 37:18 39:12 47:9 54:15 55:6,22 58:19 59:10 70:23 putting 23:25 27:5 27:16</p> <p style="text-align: center;">q</p> <p>qualification 29:17 37:12 39:7 qualifications 37:11 38:7 49:14 qualified 21:23 49:19 50:4 qualifying 42:21 quandary 23:17,25 quarterly 68:19 question 14:22 36:22 39:3,3,8,12 40:4,19 43:9,22 46:12 48:4 49:17 52:3,19,24 53:2 55:18 57:12 67:5 68:6 71:5 questions 39:13 51:18 quintero 6:8,9</p>	<p>quite 25:17 quotation 38:18 quote 53:21 quoting 41:13</p> <p style="text-align: center;">r</p> <p>r 1:11,17 63:12 72:1 race 27:5 28:19,25 races 28:18 raised 43:20 56:12 56:17 69:23 ramirez 6:13 ran 5:15 rank 55:25 rare 23:21,21 rat 37:16 42:8,12 44:6 reached 65:18 read 3:14 39:4 41:10 41:12 55:3 reading 16:25 18:12 19:24 reads 41:19 ready 9:2 real 24:23 realize 8:21 55:11 really 9:7 reason 14:1 23:10 26:6 reasonable 56:16 recall 36:5 recalls 12:1 receipt 31:10 received 12:5 36:15 37:8 38:9,10 53:3 56:8,15 57:16 58:2 58:7 receiving 8:15 recognition 9:14 recognize 8:12 recognizing 8:11 9:8 recollection 38:1 recommend 12:14 recommendation 22:22 23:1 24:4</p>
--	--	--	--

<p>recommendations 26:5 reconnaissance 3:21 record 3:15 7:8 13:25 19:21 27:17 58:22 records 33:20 37:14 rectified 26:14 reduced 37:23 reflection 11:15 refrain 27:5 refresh 29:7 regarding 11:21 12:6 20:1 58:1,3 regular 1:3 72:6 regulate 18:14 regulations 41:21 70:25 rehabbed 55:4 reiterate 22:1 relates 24:13 56:22 59:7 relating 36:6 relation 19:22 relative 19:22 released 12:7 54:6 54:17 releasing 54:4 relief 4:15 29:5,10 relies 48:7 remain 65:19 remember 25:12,14 26:22 59:25 remit 62:14 remove 53:9 removed 45:17 55:20 57:20 58:15 58:22 59:10 rep 61:11 68:3 69:9 repairer 55:23 replace 24:15 report 69:19 reported 39:21,21 represent 31:18 33:8 67:11</p>	<p>representation 23:24 67:6 representative 22:11 31:13,16 60:20 61:16 62:7 68:16,20 70:5 represented 60:16 61:15 representing 25:4 represents 61:16 request 58:2 67:5 requested 10:23 11:1 12:2,3 47:17 47:19 58:21 67:7 require 23:7 required 17:9 18:20 20:6 requirement 43:16 44:1 45:3,5,7,8 50:11 requirements 39:18 39:19 45:11 48:23 49:3,7,9 requisite 51:23 rescinding 17:1 rescue 3:11 4:14,24 5:1 6:5 7:6 research 27:23 reserved 17:4 residents 33:9 resolution 2:23 3:3 12:20 34:15 59:15 resolved 6:21 34:20 resort 35:24 respect 40:2 69:15 respond 8:19 response 57:9 responsible 53:7 responsive 11:8 rest 32:13 result 60:25,25 results 61:5,11 resume 23:11 resumes 11:6 23:8 28:8</p>	<p>retaliated 53:14 retire 54:23,25 return 42:13 returned 41:16,18 43:6 50:13,23 56:24 review 31:17 41:3 42:18 43:3 47:17 48:2 51:1 57:8 70:21 reviewed 48:25 49:2 rico 4:18 right 14:3,4 15:7 26:10,11,12 29:8,12 30:13 31:15 42:23 45:21 46:5 47:23 54:3,14 55:2 60:13 61:3,13 64:11 65:17 66:3,13,24 69:7 70:5 rights 58:17 63:7 71:2 rivas 1:16 2:15 15:25 31:22,23,25 32:3,12,16,18,20 road 15:12,13 roberto 5:20 6:14 role 3:10 romano 1:12 2:15 2:16,20 3:12,16 7:24,25 9:16 10:15 10:20 11:17,23 12:11,22 13:1,6 14:24 15:23 16:21 16:22 17:5,14 18:9 18:10 19:19,20,21 21:5,6,12 23:14 26:16 31:21 32:4 35:13 36:1 38:13 41:23 42:4 48:5,11 48:18 49:11 50:12 50:17 52:4 59:22 69:18 rosemont 28:14 rpr 72:3,13</p>	<p>rules 41:20 43:5 70:24 run 64:7</p> <hr/> <p style="text-align: center;">s</p> <p>s 1:6,6,6,17,17 63:14 sacrifice 27:15 safe 4:8 salaries 25:23 26:6,9 salary 20:1 33:24 37:23 salute 2:19 sanchez 5:18 6:10 sandy 29:5,10 30:12 sandy's 30:5 santiago 6:13 santos 1:21 8:7,7 satisfaction 35:11 satisfactory 12:6 saturday 9:1 saving 4:6 saw 5:14 saying 14:2 15:7 29:3 30:12 31:18 62:13 says 25:25 26:7 30:18 36:17 43:10 43:23 44:6,25 57:20 58:18 59:9 scene 5:16 school 10:8,10,12 18:16 schools 24:24 scout 12:20 scratched 44:7 search 4:14,24,25 seasonal 63:19,22 64:22 65:6,21,22 70:24 second 13:2 15:24 16:1,3,25 18:11,12 19:24 23:22,24 32:5 38:23 41:18 67:8 71:14</p>
--	--	---	---

<p>seconded 17:15 71:15 secrets 9:10 section 18:14 19:25 28:14 secured 5:25 security 29:16 see 11:13 24:12,23 27:20,21 28:5,23 30:1,15 38:15,22 65:4 seek 58:15 seen 38:8 selection 43:15 45:2 senior 9:20 seniors 5:13 sense 38:23 47:1 sent 3:3 55:5 56:5 57:4 september 17:8 18:19 20:5 65:25 sergeant 41:25 serious 39:14 serve 6:20,25 70:2 served 35:25 service 3:10 4:6 9:3 33:23 35:18 36:14 38:19 41:6,10,20,22 43:4,5,15 49:1,12 49:12,24,25 50:3,7 50:14,22,25 51:10 51:22 52:14 55:21 55:22 57:20 58:5,8 58:16,20 59:3,6 65:10 services 4:2,13 5:7 45:2 set 13:9 25:23 26:5 39:13 seven 52:10 55:1 60:6,9 severe 5:17 shared 56:11 shari 72:3,13</p>	<p>sheet 64:15 shift 62:21 shine 29:1 ships 3:23 shooter 27:19 show 9:2 42:17 showed 38:18 sick 30:11 sidney 6:13 signed 37:7,15 41:4 44:5,7 significant 25:12 silence 21:14,18 simply 26:1 single 4:20 sires 14:1 sit 30:22,23 52:2 site 5:25 sitting 28:13 31:17 52:11 54:25 situation 33:17 35:15 53:3 67:24 68:1,7 six 54:9,10,11,13,14 55:8 63:22,24 64:5 64:23,24,25 65:18 slow 25:9 slower 24:10 social 29:16 somebody 31:18 39:12 46:2 48:7 63:1 somewhat 46:5 sought 38:3 39:5 space 17:4 speak 25:16 26:11 60:3 67:23 69:22 speaker 39:24 43:22 48:11 59:22 speakers 13:17 15:18 17:13 18:24 20:10 36:7 59:24 61:19 71:10 speaking 52:16 67:19</p>	<p>specific 58:11 specifically 8:25 specifications 48:24 49:6,10 spoke 11:2 67:25 sponsored 12:25 13:1 squadron 3:9 5:9,14 5:18,25 6:4,17,18 7:1,4 8:9,11 9:1,15 9:21 10:9,13 stack 13:21 22:13 staff 26:18 stand 2:17 25:11 69:1 star 3:4 start 28:24 30:2 63:15 started 10:9 30:19 62:8 63:17 state 9:3 10:1 25:25 26:2,7,8 30:7 53:23 72:4,14 stated 24:18 31:6 52:9 58:6 statement 46:13 statements 70:21 states 3:23 4:1,17 21:17 50:16 stating 45:5 50:9 54:5 status 53:22 68:24 71:1 statute 26:7 statutory 25:22 step 70:6 steps 70:15 stevens 69:13,17 stick 70:10 stood 25:24 28:1 32:25 stop 28:14 straight 27:19 street 10:10</p>	<p>strike 5:15 stripped 33:25 student 22:3,10 stuff 27:11 subject 41:7 42:21 submit 14:6 submitted 14:9 31:5 51:8,9 submitting 15:10 subsequent 45:14 56:5 subsequently 45:17 48:15 suffer 28:24 suggested 34:3 supervisor 29:15 support 3:20 8:23 8:24,24 supported 4:19 supporting 33:4 supposed 36:9 66:12 sure 11:5 25:24 28:15 29:24 30:7 31:1 49:2 65:8,12 66:5 68:4 surrogate 32:24 susan 69:21 suspend 61:4 suspended 60:5,8 61:1 62:19 66:12,15 66:17,18 69:8 suspension 60:6 61:6</p>
t			
<p>t 1:17 63:14 72:1,1 t.v. 30:21 take 9:18 16:2,5 21:14 22:23 28:8,17 28:17,25 34:1,21 37:1,3 40:14 42:2 45:20,21,24 46:10 48:9,12 49:13 taken 25:21 72:6</p>			

<p>takes 60:24 talk 24:8 28:24 48:12 talking 22:20 48:12 52:18 54:19 70:16 targeted 62:19,25 task 40:15 taxes 26:12 taxpayers 33:15 teaches 5:6 team 6:8,8,12 teamwork 6:6 7:6 tech 4:21 technician 69:14 techniques 5:7 technology 24:25 tell 50:4 53:1 56:5 58:13 60:7 69:9,10 telling 51:21 53:5 69:11 tells 69:12 term 41:15 termed 41:17 terminated 52:9 53:17,18,19 61:24 62:1,17,25 66:7,21 67:17,22 71:3 test 41:7 42:3 49:13 49:14,21,25 65:10 tests 49:25 teterboro 9:21 text 8:15 thank 8:10,11 9:8 9:15,16,18 10:1,6,7 10:11,14 11:17 15:17 26:19 32:21 42:4 48:18 55:17 61:18 67:3 71:9 thanks 29:3 thing 14:20,21 38:23 50:20 62:16 things 8:25 11:10 22:21 27:2,16 52:1 62:14</p>	<p>think 22:22 23:22 25:10,19,20 26:14 35:8 36:11 38:8 40:12 46:24 47:10 51:1 55:13 59:21 60:22 61:9,12 62:21 65:14 68:3 69:16 70:3,16 third 2:24 19:23 thomas 1:14 61:21 61:22 62:5 63:12,13 63:17,24 64:9,11,14 64:19 65:17 66:3,9 66:14,18,22 67:3,5 67:7,14,25 68:8 69:7 71:9 thought 44:21 63:5 66:10 three 4:1 8:16 16:5 16:25 50:23,24 51:1 throw 7:25 thursday 1:9 60:8 72:8 tilo 1:16 time 8:23 10:2 11:14 13:14 17:6,10 18:16 18:17,21 20:3,7 24:7 26:15,20 28:22 28:22 31:14 37:15 39:9,19,22 40:23 45:11,23 48:23 49:8 49:15 50:24 52:13 52:16,25 55:15 56:16 58:11 59:17 64:15 65:3,4,19 67:8 68:18 69:25 71:2 timely 51:5 times 4:7 title 33:24 37:10 39:5 41:7,9,17,18 42:13,16 43:6 44:20 47:1 49:5 50:14,23 51:8,11,12,16 55:23 62:4,5</p>	<p>titled 46:9 today 23:16 55:19 56:6 57:6 today's 10:18 21:8 told 11:4 28:2 29:13 29:18 30:12 37:19 39:17 45:19 49:9 56:18 60:4,5,8 tomorrow 60:13,19 tonight 3:6 8:10 14:12,16,22 15:2 30:1,14,20 34:21 tool 4:21 top 31:4 tort 35:25 touched 21:25 town 27:15 trained 10:3 training 3:11 5:6,12 6:6,12 10:5 trains 5:4 transcript 1:3 25:14 72:9 transformed 46:11 transport 6:1 transportation 14:10 trauma 6:2 tree 5:15 trial 52:20,22 54:14 54:22 troop 12:21 troubling 46:6 true 12:13 25:10 28:22 48:8 try 27:5 29:6 trying 11:15 31:18 tuesday 23:20 24:18 turn 33:10 turns 25:10 twelve 55:2 two 22:13 28:1 31:17 47:2,8 66:2 68:12,15</p>	<p>type 34:15 35:10,11 44:6</p> <p style="text-align: center;">u</p> <p>unanimously 17:17 19:2 20:13 32:8 unconscious 5:16 understand 35:6 37:11 43:19 45:12 56:25 understanding 37:16 45:21 unethical 33:13 unfair 33:16 unfortunately 8:3 uniform 56:13 unilaterally 26:4 union 35:4,7,8 60:16 60:20 61:11,15,15 62:6,8 65:13 67:24 68:1,3,7,9,12,13,15 68:25 69:2,3,9,22 70:1,9,11,13,15,15 70:18 71:5 union's 69:24 71:7 unique 4:13 united 3:23,25 21:17 universally 59:1,2 unjust 30:23 unknown 22:5,6,7 27:7,9 unsatisfactory 57:21 58:6 upset 30:3 upstairs 68:3 urban 6:9 use 8:20 10:9 30:10 59:16 utilize 29:18,19 utilized 30:8,9</p> <p style="text-align: center;">v</p> <p>vagueness 68:24 vast 49:23</p>
---	---	---	--

<p>verification 12:11 14:17 51:8 58:1 verify 47:5,6 versus 27:14 victim 30:23 victims 55:10 video 4:22 vital 4:14 vocational 10:8 voices 26:13 volunteer 52:1 volunteers 3:19 8:22 vote 14:12,14,15,16 15:2 31:23,25 32:3 32:7,11,14 voted 21:21 23:16 votes 17:17 19:2 20:13 32:8 voting 14:18 vulnerable 33:14</p>	<p>we've 28:12 58:1 59:8 68:25 week 57:11 66:2 weigh 26:13 went 29:13,14,22 35:21 61:24 west 12:21 whistleblower 53:14 53:21 white 24:15,25 28:10 wife 13:22,23,24 william 1:15 wind 55:9 winner 21:17 wisdom 26:2 wishes 12:8 woman 11:8,13,14 24:15 women 6:25 25:7 wonder 63:1 wonderful 28:7 word 9:13 words 41:23 work 22:14 24:1 29:11 32:24 52:21 53:21 61:22,23 63:22 worked 33:23 59:5 62:23 63:24 68:2 working 4:8 52:23 52:24 62:8 63:18,19 works 22:20 world 3:21 9:5 world's 4:20 worldwide 4:13 worrying 54:19 wound 5:17,22 wrap 30:16 48:5 writing 54:8,16 written 37:25 wrong 8:14,17 24:15 25:19 26:14 39:21 46:5 49:18 52:21,23 55:2 61:2</p>	<p>62:15 66:12 wrongfully 52:10 61:24 62:25 wrote 54:21 56:21 62:20,20</p>
		x
		x 67:16
		y
		y 67:16 yeah 14:19 year 26:12 37:18 51:1 years 9:20,22 23:21 24:19 25:13 27:23 27:23 28:1 33:22 35:10 47:2,8 49:8 50:23 52:10 55:1 yesterday 36:8 york 12:21 young 54:13 55:12 youth 4:10 5:2
w		z
<p>wait 29:23 35:9 56:17 61:10 waiters 13:18,19,24 14:11,20 15:1,7,14 15:17 26:24,25 27:1 31:15 waiver 30:18 walk 69:2 want 19:20 21:24 22:1,8 26:25 27:11 28:5,15 29:4 30:7 30:15,20 31:17 51:6 53:18 57:24 70:8 wanted 9:17 13:25 14:6 21:19 22:14 23:10 25:16 28:4 56:25 wants 23:12 war 3:21 warning 37:22 way 13:25 37:25 38:4 57:9 68:10</p>		z 67:17