



CLOSED SESSION MINUTES

MINUTES

FEBRUARY 24, 2021

4:30 PM

HAGC

MEETING CALLED BY	CHAIRMAN WILLIAM W. BAIN JR. / JEFF DANIELS, ESQ.
TYPE OF MEETING	CLOSED SESSION TO DISCUSS LEGAL MATTERS

TOPIC	<ol style="list-style-type: none"> 1. MATTER THAT INVOLVES OPEN PUBLIC MEETING ACT EXCEPTION 4 – COLLECTIVE BARGAINING AGREEMENT NEGOTIATIONS 2. MATTER THAT INVOLVES OPEN PUBLIC MEETING ACT EXCEPTION 7 – PENDING LITIGATION
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DISCUSSION TOPIC 1	<p>Solicitor Jeff Daniels, Esq. indicates the Personnel Committee has been in negotiations with Union Representatives for a successor collective bargaining agreement, the current agreement expired December 31, 2020, the Personnel Committee and the Union Representatives have now agreed to terms. Jeff Daniels, Esq. indicates all changes would be retroactive to January 1, 2021, and those changes are as follows:</p> <ul style="list-style-type: none"> • The agreement will be a three-year contract term to run from January 1, 2021, to December 31, 2023. • Cleanup revisions – adjusting titles to reflect current titles and formatting revisions. • Wage revisions – The Personnel committee proposed increasing the starting rate for six positions to 14.42/hr., those positions include BMW, Clerk, Property Management Aide, Congregate Aide, Receptionist/Typist and Security Guard. E.D. Gober and HAGC conducted an analysis to ensure compliance with NJ minimum wage laws, which by January 2024 require a 15.00 Minimum wage, by that time these six positions would not be compliant. • Negotiated raises as follows – 4% for FY2021, 1% for FY2022 and 1% for FY2023. • HAGC will continue the dental and vision benefits. The Personnel Committee and Board felt this was fair and hope our employees feel taken care of. • Lateness procedure - The parties agreed to change the language from a mandatory termination after 10 lateness's in a 6-month period to instead include the language at the discretion of the Executive Director.
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**DISCUSSION
TOPIC 2**

- Uniform allowances – the union requested an increase in the clothing allowance and increases to the shoe allowances. The Personnel Committee did not agree to the shoe allowance increase, the committee did agree to the clothing allowances. The Maintenance Repairer’s added 1 spring/fall jacket and an increase from 2 to 5 lightweight pants. The BMW’s uniform allowance increased to \$150, and the Housing Inspectors requested the same items as the Maintenance Repairers, which the committee agreed to.

Solicitor Jeff Daniels, Esq. indicates the second topic is a proposed settlement agreement for pending litigation for a discrimination lawsuit, filed in October 2018. The settlement will resolve all claims in this matter. HAGC has been represented by Counsel through their insurance carrier Housing Authority Risk Retention Group. Jeff Daniels, Esq. indicates the terms of the proposed settlement are:

- To approve the settlement agreement to resolve litigation in full, the monetary component is a payment of \$10,000 to plaintiff through the insurer.
- The Housing Authority will not admit any wrongdoing or any admissions of liability, the settlement will resolve all outstanding claims and result in release of any additional claims.
- Proposed by the Judge to be included in the resolution that the Housing Authority certifies, as the Authority has been, that the Authority will operate in compliance with our Housing Agency plans and will carry out our plans in conformity with all laws that provide equal protection to all protected classes. Also, the Board will reaffirm that the Grievance Procedure Policy conforms with those same laws that provide equal protection to all protected classes and all applicants and participants will be treated fairly and receive all due process rights. The Hearing Officer will be an impartial party. And lastly, that the Housing Authority will continue to enforce provisions of the Federal Housing Act and further prevent discrimination and authorize the Executive Director to execute a final agreement consistent to the terms.

NO FURTHER COMMENTS BY THE COMMISSIONERS PRESENT

**MOTION TO
CLOSE**

**THE COMMISSIONERS VOTED TO CLOSE THE CLOSED SESSION:
MOTION: COMMISSIONER FRANK SMITH
SECOND: COMMISSIONER BRENDEN GAROZZO**

THE CLOSED SESSION WAS AUTHORIZED BY **RESOLUTION #2021-12**