

- Special Session The special meeting of the Harmony Township Committee was called to order by the Mayor and held on the Zoom virtual platform due to COVID 19 restrictions. The Mayor made the following announcement, “Adequate notice of this meeting was given in accordance with the Open Public Meetings Act by providing a notice of the meeting to the Express-Times, posting a copy thereof on the Township bulletin board and filing a copy thereof in the office of the Municipal Clerk.” The Pledge of Allegiance to the American Flag was led by the Mayor.
- Roll Call Tipton, Cornely, Yamrock (via zoom)
- Budget Workshop The budget expenditure report was looked at. There are still some things being paid from this budget. This was as of the end of the year. The committee reviewed each item and compared expenditures to what was budgeted. This is a first review and recommended changes to the obvious will be made and communicated to the CFO. Kelley said her admin line should stay the same.
- Legal services were well under budget. Kelley will check with the Attorney to see if there is anything coming up. It was the consensus to lower this line now by \$10,000 to \$50,000.
- Engineering services were also under budget. Kelley will follow up with Mike Finelli to see what we can expect this year. At this time it was reduced to \$25,000.00
- Historical Commission would like their normal \$10,000 and an additional \$5,000 for a grant match they have applied for. It was the consensus to allow \$15,000 for now.
- Planning Board OE will stay the same for now.
- Insurance information was provided and given to CFO for inputting. Kelley provided the committee with the insurance figures. They will be inputted into the budget.
- Emergency Management OE will remain the same.
- Road Department OE was looked at. They were over budget about 32,000. There is a lot being spent on salt. Rick asked if it could be put under a separate heading. Kelley advised there is a storm trust fund and that is where the salt comes from. It does not come out of the OE line. Discussion on programs that come out of the OE was had. More information is needed from Randy and Kathleen. Kelley will confirm the storm trust. The road department requests were looked at. Mason dump and roadside mower tractor. Old salt shed repairs, road patches, sealing of parking lots was discussed. The OE will stay same. Kelley will ask Randy to get price for tar and chip and ballpark numbers for the large items. Randy should also figure out how many miles of roads he wants to do and have the Engineer figure out the costs. This will probably increase. Will hopefully be able to do it all. Randy needs to get an estimate for the parking lot jobs also.

The Rec Site water issue was discussed. Kelley reported the current status. Will more than likely have to have what's in place certified for the DEP and then add an additional unit. She is working with Van Cleef engineering now. Funds could be used out of our Green Acres Open Space account for this work. Randy would also like to seal the parking lot also. Maybe upgrades to the facilities should be looked at next year after the water issue is resolved. Will follow up with the CFO at the next budget meeting on capital items.

Buildings and grounds will leave the same for now.
Need input from CFO why the 'utility' lines were less than budgeted.
Fuel and Gas seem off based on the budgeted vs. spent. Need CFO input.

Seventy Thousand for the Fire Company and Twenty Thousand for the Emergency Squads in 2021. Discussion took place on considering increasing. Rick will speak to Wesley to seeing if they need more, perhaps 75,000. Need to follow up.

Salary increases were discussed. Mayor Tipton reviewed the spreadsheet Kelley prepared. Mrs. Yamrock suggested 3%. Mayor Tipton said he was ok with that. Mr. Cornely stated that in the past it has been based on the cost-of-living increase or as little as no increase. Mayor Tipton asked what the COLA was. Kelley indicated it is 5.9% this year. Mrs. Yamrock stated that the DRJTBC gave 3% this year. Mayor Tipton stated that he noticed in other public sectors the realization that making just minor adjustments sometimes is not good enough because there is a movement in the private/public sectors where private sectors can't keep people working and public sector is experiencing lack of skilled employees and lack of employees. He said the PCFA did an analysis and made fundamental changes to salaries that were behind the times. He thinks there is a movement this year to increase base salaries more than the 2-3%. Kelley suggested the seasonal salary to be increased. She feels under \$20 is lacking especially for the snow plowing. Perhaps not for summer seasonal. Perhaps pay more for a CDL. Mayor Tipton suggested using the 3% across the board as a place holder. Everyone should think about if it should go higher across the board in light of the 5.9% that is being recognized as the increase in the industry. Will re-visit the number as things are tweaked. Mayor Tipton said there really is not that much difference. The seasonal recommendation is \$21.00 per hour and agreed to.

Kelley asked of the COAH should stay the same. It was agreed that this might be an area to cut if necessary.

Budget Meeting	The next budget meeting will be held February 28, 2022 at 5 p.m.
Public Comment	None
Executive Session	Motion by Yamrock, seconded by Cornely to enter into closed session at this time for litigation discussion purposes. The meeting was reopened to the public.
Adjourn	Motion by Yamrock, seconded by Cornely to adjourn the meeting at this time. The motion was carried unanimously by all in favor.

Kelley Smith, Municipal Clerk