

**MINUTES****SEPTEMBER 20, 2000**

The Board of Chosen Freeholders of the County of Warren met in regular session in its offices in the Administration Building, Belvidere, New Jersey on Wednesday, September 20, 2000 at 7:05 p.m.

The meeting was called to order by Director Stone and upon roll call the following members were present: Freeholder Ann Stone and Freeholder James DeBosh. Freeholder Susan Dickey was absent.

The Pledge of Allegiance to the Flag was led by Director Stone.

Director Stone read the following statement: "**ADEQUATE NOTICE OF THIS MEETING WAS GIVEN IN ACCORDANCE WITH THE OPEN PUBLIC MEETINGS ACT BY FORWARDING A SCHEDULE OF REGULAR MEETINGS OF THE BOARD OF CHOSEN FREEHOLDERS TO THE WARREN COUNTY CLERK, THE STAR/GAZETTE, BLAIRSTOWN PRESS, THE NEWS, STAR-LEDGER AND THE EXPRESS-TIMES AND BY POSTING A COPY THEREOF ON THE BULLETIN BOARD IN THE OFFICE OF THE BOARD OF CHOSEN FREEHOLDERS. FORMAL ACTION MAY BE TAKEN BY THE BOARD OF CHOSEN FREEHOLDERS AT THIS MEETING. PUBLIC PARTICIPATION IS ENCOURAGED. IN ORDER TO ASSURE FULL PUBLIC PARTICIPATION, THOSE INDIVIDUALS WITH DISABILITIES WHO WISH TO ATTEND THE MEETING SHOULD SUBMIT ANY REQUESTS FOR SPECIAL ACCOMMODATION ONE WEEK IN ADVANCE**".

On motion by Mr. DeBosh, seconded by Mrs. Stone, the executive session minutes of the regular meeting of the Board of Chosen Freeholders held August 9, 2000 were approved as presented.

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

On motion by Mr. DeBosh, seconded by Mrs. Stone, the executive session minutes of the regular meeting of the Board of Chosen Freeholders held August 23, 2000 were approved as presented.

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

**RESOLUTION 668-00**

On motion by Mr. DeBosh, seconded by Mrs. Stone, the following resolution was adopted by the Board of Chosen Freeholders of the County of Warren at a meeting held September 20, 2000.

**RESOLUTION TO PAY BILLS**

**Be and it is hereby resolved that Master Voucher certificate  
For Certification/Ratification for Payment No. 2000-31 dated September 20, 2000**

In the amount of **\$1,701,031.37** including bills and  
Investments, is approved subject to the review of the vouchers

By the Board of Chosen Freeholders.

**2000-31****\$1,701,031.37**

**MINUTES****SEPTEMBER 20, 2000**

I hereby certify the above to be a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Warren on the date above mentioned.

Naomi J. Stout Deputy Clerk

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

Pat Rivoli, Director of Public Safety, gave the board a brief overview of The Griffin Study which dealt with radio basics, past improvements made since the original design in 1994, The Griffin Study overview (overall conclusions, radio network positives, operational observations, technical observations and additional agency considerations), challenged study results, recommendations and resource requirements.

On motion by Mrs. Stone, seconded by Mr. DeBosh, The Griffin Study was accepted.

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

A meeting was scheduled to be held at 7:30 p.m., in open session, with Dennis Fare, Director of Juvenile Detention, based on Mr. Fare's letter of September 15, 2000 declaring his desire that the meeting be conducted in open public session in response to Mr. Marvin's "Rice notice" letter to Mr. Fare of September 15, 2000. County Counsel David Wallace asked to speak to the board in executive session prior to this meeting.

**RESOLUTION 669-00**

On motion by Mr. DeBosh, seconded by Mrs. Stone, the following resolution was adopted by the Board of Chosen Freeholders of the County of Warren at a meeting held September 20, 2000.

**RESOLUTION AUTHORIZING THE WARREN COUNTY BOARD OF CHOSEN FREEHOLDERS TO HOLD AN EXECUTIVE SESSION ON SEPTEMBER 20, 2000. THE GENERAL NATURE OF THE SUBJECT TO BE DISCUSSED INCLUDES VARIOUS PERSONNEL MATTERS; CONTRACTS; LITIGATION; LAND ACQUISITION; ATTORNEY/CLIENT PRIVILEGED COMMUNICATIONS; PUBLIC SAFETY AND PROPERTY; AND IT IS ANTICIPATED THAT THE ABOVE STATED SUBJECT MATTER WILL BE MADE PUBLIC AT SUCH TIME AS THE PUBLIC INTEREST PERMITS DISCLOSURE AND/OR WHEN A REQUEST IS MADE CONSISTENT WITH THE OPEN PUBLIC MEETINGS ACT AND WITH STATUTORY AND COMMON LAW "RIGHT TO KNOW" PROVISIONS.**

**WHEREAS**, Section 7 of the Open Public Meetings Act, Chapter 231, P.L. 1975, permits the exclusion of the public from a meeting in certain circumstances; and

**WHEREAS**, this public body is of the opinion that such circumstances presently exist,

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Chosen Freeholders of the County of Warren in the State of New Jersey, pursuant to Section 8 of said act, as follows:

1. The public shall be excluded from discussion of and action upon the hereinafter-specified subject matter.
2. The general nature of the subject matter to be discussed is:
  1. Various personnel matters.
  2. Contracts.
  3. Litigation.
  4. Land acquisition.

- 5. Attorney/client privileged communications.
- 6. Public safety and property.

3. It is anticipated that the above stated subject matter will be made public at such time as the public interest permits disclosure and/or when a request for disclosure is made consistent with the Open Public Meetings Act and with statutory and common law "right to know" provisions.

- 4. This resolution shall take effect immediately.

I hereby certify the above to be a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Warren on the date above mentioned.

Naomi J. Stout Deputy Clerk

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

The board met in executive session in the conference room at 8:01 p.m.

The board returned to open session at 8:30 p.m.

Nothing discussed in executive session has lost its confidentiality.

County Counsel announced that there will be no public meeting with Mr. Fare tonight.

Mr. DeBosh made a statement that as discussed in executive session, he was contacted some time ago regarding complaints from Special Services School District but due to the Sunshine Law he could not discuss this with the other board members. He was concerned about discussing this issue in public, as the people involved didn't have the right to make a choice.

Under public comments, several employees from Warren Acres spoke regarding the issue involving Dennis Fare.

David Marino, Eva Boyd-Trinidad, Bob Fulper, John Jones, Gary Good, Donna Zarrow, Kyle Slack, Joe Connelly, Cathy Hampton and Bill Cavanaugh all spoke on behalf of Mr. Fare. Mr. Fare was praised as being an excellent boss, very caring, treats his employees fairly and has finally got the facility in good shape. Some accused the freeholders of never visiting the facility. Mrs. Stone said she has been there several times. Mr. DeBosh said that several meetings have been held regarding this situation but to date, nothing has been resolved.

David Marino, 8465 Central Ave., Bath, PA, said that this matter involves everyone in this room. Warren Acres has had no help for eleven years until Mr. Fare arrived. JDOs are grossly under paid, there is a high turnover. After Dennis Fare came to their facility, the morale got much higher. This reflects on all the employees. They finally got improvement in the facility and now this happens. He said - " I won't stand for it and I may seek an attorney".

Eva Boyd then said that Mrs. Stone has never been to the Warren Acres Center and so can't understand the situation. Mrs. Stone refuted the statement and cited a number of instances when she had in fact visited Warren Acres.

Robert Fulper said that the board can't ignore this matter any longer and the matter will be heard tonight whether the BCF likes it or not.

Kyle Slack stated that "Mr. Fare has always assisted and helped me. The teachers brought allegations against me and I'm getting a lawyer. Please replace the teachers, they are affecting my job".

Mr. Good, Mr. Cavannaugh and an unidentified member of the audience all stated that Mr. Fare had assisted them both professionally and personally and that Mr. Fare was like a father to them and one of them said that Mr. Fare's assistance had helped him move on in law enforcement.

John Jones said Fare is a great boss and director for both staff and residents. "The freeholders need to start looking out for us". Then Mr. Cavannaugh said Fare stands for professionalism and he teaches the kids more than anything.

Cathy Hampton said that Mr. Fare is a good communicator, lots of integrity, has an open door policy. This scene was not ever needed, it's a disgrace, it doesn't have to be this way. She worked with Jerry Coyle for seventeen years. This is a sad affair and it should have been mediated.

Mr. DeBosh stated that he heard about this situation a short time ago. There have been other steps taken - for example, a meeting with Mr. Fare and Mr. Pappas but as he is not allowed to speak to his fellow board members about these things privately, the matter had to wait for a freeholder meeting when all members are present. Mr. Fare said that he had never received any support from the Education Department.

Cathy Hampton stated that Fare stepped in and cleaned up, stabilized after Mr. Pysher, has developed cohesiveness among the staff and reinstated guidance of detainees.

Mr. Marino stated it's not dollars keeping them there, it must be something else, like Mr. Fare. Most JDO's have no benefits because they are part-timers. "If Mr. Fare leaves, I'm resigning and I'm the life of the day shift".

Gary Good of Oxford said that the officers can not be held responsible for the teacher's safety. They can't be held responsible if they are looking the other way and an inmate attacks one of the teachers. They use pencils in the classroom and that could be used as a weapon. Mr. DeBosh said the board will not be intimidated by threats of violence. Several of the employees threatened to quit if Mr. Fare is terminated.

Mr. Fulper then stated "You want to screw this man behind closed doors and we won't stand for this crap."

Cathy Hampton said she has worked in the facility since 1978 and this is the first time since Jerry Coyle left that the facility has been run correctly.

Mr. Ackerman of Bangor, Pa. said that it would be dangerous if the two teachers are allowed to come back into the facility.

Mr. Fare said that he brought this situation to the table a month ago but nothing was done

SEPTEMBER 20, 2000

**MINUTES**

about it. He said he discussed this situation earlier but never received any support from the education program. He said he has never laid a hand on any teacher. He said a group of inmates said they had a problem with their grades. He was willing to sit down with the teachers about this situation. He asked if the BCF wants him to come in a month from now with a more serious matter.

Mr. Megna asked the board "What do you do if one of the teachers is hurt tomorrow? These kids have nothing to lose. The problem is with the teachers, not the JDO staff. What if a teacher gets hurt or stabbed?"

Some comments were made by other JDOs about the fact that there could be a dangerous situation if the two teachers are allowed to come back into the facility. Some of the comments contained veiled threats.

Cathy Hampton stated that even DOC trained teachers could be hurt on the site. Teachers should be corrections trained. The staff respects Fare. "We need to start over again and maybe the teachers need training".

Mr. Marino said the answers are tough to find. "Fare helped us gain respect. It's going to be very tough for us to get along again without anyone losing their jobs first".

Mr. Fare said that the teachers can come in to see him tomorrow if they want to.

The public comments ended at approximately 9:15 p.m.

Mrs. Stone said she received a letter from Connie Myers regarding County enforcement authority for the land application of sludge products in the county. She suggested that we write to DEP regarding this issue.

On motion by Mrs. Stone, seconded by Mr. DeBosh, John Hawk is authorized to correspond to Deborah Pinto, Chief, Office of Local Environmental Management, NJDEP to request that greater enforcement authority for application of sludge products be delegated to the WC Health Department.

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

There were no press comments or questions.

On motion by Mr. DeBosh, seconded by Mrs. Stone, and there being no further official business to come before the board at this time, the meeting was adjourned at 9:22 p.m.

ROLL CALL: Mrs. Dickey: absent Mr. DeBosh: yes Mrs. Stone: yes

**ATTESTED TO:**

**MINUTES**

**598**  
**SEPTEMBER 20, 2000**

**Naomi J. Stout, Deputy Clerk**