

1. Opening of Meeting: 7:08 PM

In compliance with the Open Public Meetings Law, all required newspapers were notified of this meeting, and notices were posted at the Municipal Offices.

a. Present:

Commissioner Tifphani White
Commissioner Gildardo Hernandez
Commissioner Teresa Adams
Commissioner Benigno Rosario
Executive Director Ramon Vasquez
General Counsel, Neil Marotta, Esq.
Labor Counsel, Ken Goodman, Esq.

b. Absent:

Commissioner Ulysses Isa
Commissioner Lidia Figueredo
Commissioner Daisy Rivera

The normal order of business was suspended to address 2 personnel matters. Specifically, Robert Dante and Gabriella Rivera Dominguez, received Rice notices advising that the Board of Commissioners were going to discuss matters pertaining to their employment. Both Mr. Dante and Ms. Rivera Dominguez requested that the discussion take place in open session. They were informed that this would be a public record but wished to proceed in open session. PEO James Barrata appeared as the union representative.

Robert Dante

First, Mr. Marotta addressed Mr. Dante's request that Neil Marotta not present the matter, claiming that Mr. Marotta had a conflict. The conflict was based on the fact that Mr. Marotta and Mr. Dante's mother and family lived next door to Mr. Marotta for many years and were friends. Mr. Marotta stated that there was no conflict, as he did not know Mr. Dante, until that evening did not know of the relationship and other than on one occasion, had not seen Mr. Dante's mother for approximately 30 years. Additionally, Labor Counsel, Ken Goodman, Esq. presented the matter to the Board.

Mr. Goodman presented that there was an email from a citizen that Mr. Dante posted a negative racial comment on Facebook. Mr. Goodman stated that there was no tolerance for racist action by an employee and that this was the primary basis for Executive Director Vasquez's recommendation for termination.

Mr. Dante stated that he did not post the comment, but that his brother did. Mr. Dante stated that

his brother was not available to speak to the board because he was out of the State. Mr. Dante presented reasons why he should not be terminated and that he liked and needed the job. Mr. Dante also stated that he was the minority and looked down upon as being white.

A vote was taken whether to accept the recommendation of the Executive Director to terminate Mr. Dante. A motion was made by Commissioner White and seconded by Commissioner Hernandez. The Roll Call was as follows: Commissioner Isa-Absent; Commissioner White – Abstain; Commissioner Hernandez – Abstain; Commissioner Figueredo -Absent; Commissioner Adams – Abstain; Commissioner Rosario – Abstain; Commissioner Rivera – Absent.

The Board was advised of its right to consider alternative discipline. The Board requested to hear from the Executive Director. The Executive Director advised the Board that the Authority practiced progressive discipline and advised that Mr. Dante had previously been disciplined and that there was sufficient disciplinary history to support termination, in addition to the racial comment. The Executive Director related Mr. Dante's disciplinary record to the Board.

Commissioner Rosario recognized that Mr. Dante had opportunities to cure his work performance with each discipline imparted but did not cure his work performance. The Board then made a motion to accept the Executive Director's recommendation to terminate Mr. Dante. The motion to accept the recommendation of the Executive Director to terminate was made by Commissioner White and Seconded by Commissioner Hernandez. The Roll Call was as follows: Commissioner Isa-Absent; Commissioner White – Abstain; Commissioner Hernandez – Yes; Commissioner Figueredo -Absent; Commissioner Adams – Yes; Commissioner Rosario – Yes; Commissioner Rivera – Absent.

- Resolution **Resolution #2016-036**

Gabriella Rivera Dominguez

Mr. Goodman presented that Ms. Dominguez had been disciplined for insubordination, extensive lateness and abandonment of her post. The Executive Director advised that he had given Ms. Dominguez several opportunities to correct her work performance but that she failed to do so. Ms. Dominguez disputed some of the allegations against her.

The Board then made a motion to accept the Executive Director's recommendation to terminate Ms. Dominguez Rivera. The motion to accept the recommendation of the Executive Director to terminate was made by Commissioner White and Seconded by Commissioner Rosario. The Roll Call was as follows: Commissioner Isa-Absent; Commissioner White – Yes; Commissioner Hernandez – Abstain; Commissioner Figueredo -Absent; Commissioner Adams – Yes; Commissioner Rosario – Yes; Commissioner Rivera – Absent.

- **Resolution #2016-037**

Commissioner White thanked Ms. Rivera Dominguez for being forthright on the veracity of her

original statement at work.

2. Approval of Minutes:

Motion made by Commissioner White to approve the minutes of the meeting held on January 5, 2016; Seconded by Commissioner Hernandez. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

Nomination of Officers

The regular order of business on the Agenda was dispensed with in order to proceed with the nomination of Officers.

For Chairman: Commissioner Rosario nominated Commissioner White; Seconded by Commissioner Adams. Nominations were then closed. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

For Vice-Chairman: Chairwoman White nominated Commissioner Hernandez; Seconded by Rosario. Nominations were then closed. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

For Treasurer: Chairwoman White nominated Commissioner Figueredo; Seconded by Hernandez. Nominations were then closed. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo – Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

For Secretary: Commissioner Rosario nominated Commissioner Rivera; Seconded by Chairwoman White. Nominations were then closed. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

3. Financial Report

Motion made by Chairwoman White to approve the Financial Report; Seconded by Commissioner Rosario. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner

Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

4. Public Portion of Meeting:

There being no public present.

5. Executive Session:

6. Report on Status of Projects/Director's Report:

The Executive Director Addressed the following matter:

Registered the van;
Installation of heating completed;
Decals have been placed on vans;
Database is moving forward which will improve efficiency;
GPS on tablets is not completely activated yet;
Meeting with Board of Education for new deck – UCPA to have 6 levels;
Parkmobil is moving forward;
Alerting/twitter on sweeper.

Motion made by Chairwoma White to approve the Executive Director's Report;
Seconded by Commissioner Rosario. Roll Call: Commissioner Isa-Absent;
Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –
Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera
– Absent.

7. Approval of Resolutions:

Motion to approve Consent Agenda of Resolution(s) as read by all board members.

- **Resolution #2016-013** **Payment of Claims**
- **Resolution #2016-014** **Appointment of General Counsel**
- **Resolution #2016-015** **Appointment of Labor Counsel**
- **Resolution #2016-016** **Appointment of Auditor**
- **Resolution #2016-017** **Appointment of Personnel Consultant**
- **Resolution #2016-018** **Ratify Employee Hire**
- **Resolution #2016-019** **Ratify Employee Hire**
- **Resolution #2016-020** **Ratify Employee Hire**
- **Resolution #2016-021** **Ratify Employee Hire**
- **Resolution #2016-022** **Ratify Employee Hire**
- **Resolution #2016-023** **Ratify Employee Hire**
- **Resolution #2016-024** **Ratify Employee Hire**

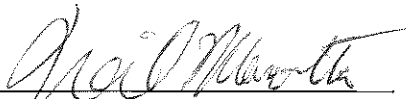
- Resolution #2016-025 Ratify Employee Hire
- Resolution #2016-026 Ratify Employee Hire
- Resolution #2016-027 Accepting Employee Resignation
- Resolution #2016-028 Accepting Employee Resignation
- Resolution #2016-029 Accepting Employee Resignation
- Resolution #2016-030 Accepting Employee Resignation
- Resolution #2016-031 Voluntary Resignation
- Resolution #2016-032 Ratify Employee Termination
- Resolution #2016-033 Ratify Employee Termination
- Resolution #2016-034 Ratify Employee Termination
- Resolution #2016-035 Ratify Employee Termination
- Resolution #2016-038 Appoint PEO Supervisor
- Resolution #2016-039 Authorize Employee Pay Adjustment
- Resolution #2016-040 Authorize Data Base Purchase

Motion made by Chairwoman White to approve the listed resolutions by Consent Agenda of Resolutions; Seconded by Commissioner Rosario. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.

8. Old/New Business:

9. End of Meeting: 9:33 PM

Motion made by Chairwoman White to adjourn the meeting; Seconded by Commissioner Adams. Roll Call: Commissioner Isa-Absent; Commissioner Hernandez – Yes; Commissioner White – Yes; Commissioner Figueredo –Absent; Commissioner Adams – Yes; Commissioner Rosario - Yes; Commissioner Rivera – Absent.



 Neil D. Marotta
 General Counsel
 February 16, 2016