

TOWNSHIP OF LONG HILL, MORRIS COUNTY, NJ TOWNSHIP COMMITTEE REGULAR SESSION AGENDA October 28, 2020 7:30 PM OPEN SESSION, CLOSED SESSION 6:45 PM

A draft of the Township Committee Regular Session Agenda is posted on the Township website at <u>www.longhillnj.us</u> on the Monday preceding the meeting.

If you would like to submit a public comment to the Township Committee via written letter or electronic mail please send to Clerk Megan Phillips municipalclerk@longhillnj.gov no later than 12:00pm on Wednesday, October 28, 2020.

The Long Hill Township Committee regularly scheduled meeting on October 28, 2020 at 7:30pm will now be held through teleconference.

https://us02web.zoom.us/j/84319062879 Passcode: 684862

Or iPhone one-tap :

US: +13017158592,,84319062879#,,,,,0#,,684862# or +13126266799,,84319062879#,,,,,0#,,684862#

Or Telephone:

Dial(for higher quality, dial a number based on your current location): US: +1 301 715 8592 or +1 312 626 6799 or +1 929 436 2866 or +1 253 215 8782 or +1 346 248 7799 or +1 669 900 6833

> Webinar ID: 843 1906 2879 Passcode: 684862

1. STATEMENT OF PRESIDING OFFICER

"In compliance with the Open Public Meetings Act of New Jersey, adequate notice of this meeting specifically, the time, date and public call in information were included in the meeting that was electronically sent to the Echoes Sentinel and posted on the Township Website. The agenda and public handouts for this meeting can be viewed online at <u>www.longhillnj.gov</u>. A public comment period will be held in the order it is listed on the meeting agenda.

2. EXECUTIVE SESSION:

20-284 EXECUTIVE SESSION

• Attorney Client Privilege

MOVED by: ______ of the Township Committee of Long Hill Township, that Resolution 20-284 is hereby approved. **SECONDED** by: _____. **ROLL CALL VOTE:**

3. CALL MEETING TO ORDER:

4. <u>PRESENTATIONS / DISCUSSION :</u> Planet Networks – Upgrading and expanding fiber optic network Eagle Scout Project Deck Update

5. ORDINANCE(S):

ORDINANCE 464-20 (SECOND READING / ADOPTION) AN ORDINANCE REGULATING THE REMOVAL OF TREES, AMENDING CHAPTER XXIII OF THE TOWNSHIP CODE ENTITLED SHADE TREES IN ITS ENTIRETY

PUBLIC HEARING

MOVED by: _____, that Ordinance 464-20 be adopted. SECONDED by: _____ ROLL CALL VOTE

ORDINANCE 467-20 (FIRST READING / INTRODUCTION) SALARIES AND WAGES ORDINANCE

The foregoing ordinance having been introduced and passed on first reading by the Township Committee of the Township of Long Hill, in the County of Morris on Wednesday, October 28, 2020 will be considered for final passage and adoption at a public hearing held at a meeting beginning at 7:30 p.m. on Thursday, November 12, 2020 by a meeting when and where or at such time and place to which said meeting may be adjourned, all persons interested will be given an opportunity to be heard concerning said ordinance. To obtain details of the meeting please refer to Thursday, November 12, 2020 public agenda or email municipalclerk@longhillnj.gov.

MOVED by: ______, that Ordinance 467-20 be introduced and passed on first reading. SECONDED by: ______, ROLL CALL VOTE

6. DISCUSSION:

Best Practices Inventory

7. CONSENT AGENDA RESOLUTIONS:

Resolution No. 20-285 – 20-292 are considered to be routine by the Township Committee and will be acted upon in one motion. There will be no separate discussion of these items unless a Committee member so requests. In this event, the item will be removed from the Consent Agenda and considered in the normal sequence of the Agenda.

- 20-285 APPROVAL AND RELEASE OF MINUTES:
- 20-286 APPROVING PAYMENT OF BILLS
- 20-287 AUTHORIZING RELEASE OF ESCROW WHRHS Board of Education
- 20-288 ACCEPTING RESIGNATION BEREZANSKI
- 20-289 AUTHORIZING THE TOWNSHIP CLERK TO FILE CERTIFICATION OF TOWNSHIP COMMITTEE REVIEW OF 2020 BEST PRACTICES INVENTORY
- 20-290 AUTHORIZATION TO CONDUCT BLOCK PARTY- ENTRANCE OF INDIAN RUN AND DEER RUN
- 20-291 LONG HILL TOWNSHIP APPLICANT'S RESOLUTION LOCAL GOVERNMENT EMERGENCY FUND (CRF) GRANT
- 20-292 APPOINTING PROBATIONARY LABORER CONANT

MOVED by: ______ of the Township Committee of Long Hill Township, that Resolution 20-285 through 20-292 are hereby approved. **SECONDED** by: _____. **ROLL CALL VOTE:**

8. LIAISON REPORTS:

9. ADMINISTRATOR'S REPORT:

10. DISCUSSION:

- Parking Permits
- Road Opening Permits
- Kantor Park Improvements
- Accessory Apartment Ordinance

11. OLD/NEW BUSINESS:

RESIGNATIONS FROM BOARDS/COMMISSIONS

Shade Tree Commission – Melanie Burdorf Environmental Commission – Devanshi Johnson

MAYORAL APPOINTMENTS

Environmental Commission Philip Ponturo (moving from Alt #1)

Shade Tree Commission Ann Cade Expiration of Term

(5 yr unexpired term) 12-31-2021

(3 yr unexpired term) 12-31-2021

TOWNSHIP COMMITTEE APPOINTMENTS Open Space Advisory Committee

Mary Ellen Grunther (3yr)

Expiration of Term

Expiration of Term

December 31, 2022

 Motion to accept Township Committee Appointment of:

 SECOND:
 ROLL CALL:

12. ANNOUNCEMENTS:

13. <u>MEETING OPEN TO THE PUBLIC</u>: Remarks and Statements Pertaining to Any Matter -Comments and remarks will be limited to 3 Minutes

14. ADJOURNMENT

RESOLUTION 20-284 EXECUTIVE SESSION

BE IT RESOLVED, pursuant to the Open Public Meetings Act, that the Township Committee of Long Hill Township meets in closed session to discuss the following matters:

Attorney Client Privilege

ORDINANCE 464-20

AN ORDINANCE REGULATING THE REMOVAL OF TREES, AMENDING CHAPTER XXIII OF THE TOWNSHIP CODE ENTITLED SHADE TREES IN ITS ENTIRETY

BE IT ORDAINED by the Township Committee of the Township of Long Hill in the County of Morris, New Jersey that the Township Code and the Township Land Use Ordinance are hereby supplemented and amended as follows:

Section 1. Title. Chapter XXIII of the Township Code entitled "Shade Trees" is amended in its entirety to read as follows:

Chapter 23 Shade Trees

Section 23-1 Purpose and Intent

- A. The purpose of this section is:
 - 1. To preserve and protect trees within the Township of Long Hill, which helps to preserve water quality, abate noise, and enhance the ambience and character of the community.
 - 2. To control the indiscriminate destruction of trees which has been shown to have severe detrimental environmental, ecological and economic effects including increased soil erosion and surface drainage problems, creation of insect breeding sites, decreased oxygen production, decreased property values and increased Township costs and thereby to eliminate a threat to the public health, welfare and safety.
 - 3. To protect the semirural character and natural resources of the Township, consistent with the goals and objectives of the Master Plan. This section is not intended to restrict homeowners from removing dead, diseased, or hazardous trees. It is not intended to restrict homeowners from conducting routine pruning of trees or other maintenance procedures.
- B. This section places special emphasis on the preservation of trees around the perimeter of a property to create Conservation Areas based upon setback requirement pursuant to the Township of Long Hill Zoning Code. The ordinance will also provide a sound management structure for the removal of trees in the Township.

Section 23-2 Definitions

Diameter at Breast Height shall mean the diameter of a tree measured 4'6" above the uphill/highest side above grade.

Enforcement Officer shall mean the Code Enforcement Officer.

Hazardous Tree shall mean a tree that musts meet the following two criteria: (1) The tree, or a tree part, must be at an increased likelihood of failure, usually due to the presence of some structural defect e.g. the presence of a significant amount of decay in a portion of the tree, and (2) there must be one or more targets present. A target may be any person or property that could potentially be damaged or injured

should a failure occur. If there are no targets present there is no risk and the tree will not be considered a hazard, even if it is structurally unsound and likely to fail at any time.

Landmark Trees shall mean any tree designated and identified by the Township Shade Tree Commission meeting the criteria for designation.

Township Trees shall mean trees located on Township property or within Township right-of-way.

Private Trees shall mean any tree other than a Township tree.

Screening shall mean one or more trees or hedges which provide a visual barrier between properties.

Tree shall mean any woody perennial plant having a diameter of six inches measured at a point 4'6" above grade.

Tree Removal Permit shall mean a permit issued by the Shade Tree Commission authorizing the applicant permission to remove a Township tree.

Tree Removal Registration shall mean a registration filed with the Township Clerk on the official Township form before a property owner or tenant removes a tree 12' in diameter or greater from private property.

Section 23-3 Responsible Officials; Enforcement

- A. .Administration. The Shade Tree Commission shall be responsible for administration of this section.
- B. Enforcement Officer. The Code Enforcement officer is hereby authorized to enforce the regulations set forth within the Township Code.

Section 23-4 Prohibition and Requirements with Respect to Township Trees

- A. It shall be unlawful to commit any of the following acts with respect to Township Trees within parks and public property or within Township right-of-way without the prior written permission of the Shade Tree Commission.
 - 1. Cut, prune, break, injure, alter or remove any tree; or cut, unduly disturb or interfere in any way with any root of a tree or trees.
 - 2. Spray any tree with a chemical.
 - 3. Fasten any rope, wire, sign, or other device to a tree or trees or to any guard about such a tree or trees.
 - 4. Install, remove or injure any guard or device placed to protect any trees.
 - 5. Obstruct access of air, water, or fertilizer to the roots of such tree or trees.
 - 6. String any wires or lines through a public park.
- B. The Shade Tree Commission shall grant such written permission if the activity for which such permission is requested is in the public interest and is not likely to materially injure any Township tree.
- C. Any person or persons who cause damage to any tree(s) by machines, autos, etc. shall be held liable for damages to the tree or trees. Damages shall be corrected or repaired by the liable person or persons billed for the damages and shall be liable to the penalties set forth in section 1-5 of this Code.

Section 23-5 Tree Protection

a. Chain link fence may be required for tree protection if warranted by site conditions and relative rarity of the plant.

- b. Snow fencing used for tree protection shall be firmly secured along the dripline but shall be no less than six (6) feet from the trunk.
- c. The grade of land located within the dripline shall not be lowered or raised unless compensated by welling or retaining wall methods; and in no event shall be permitted within the dripline or within six (6) feet of any remaining trees, whichever is greater.
- d. Any excavation within the dripline, or within six (6) feet of the trunk of a remaining tree, whichever is greater, shall be done by airspade or hand-operated equipment.
- e. Where a tree that has been noted for preservation is severely damaged and unable to survive, tree replacement shall occur as provided in the Tree Replacement section of this ordinance.

Section 23-6 Landmark Trees

- A. The Shade Tree Commission or its Chair upon request, shall determine whether any tree qualifies as a "Landmark Tree". A tree may qualify as a Landmark Tree if it meets one (1) or more of the following criteria:
 - 1. The tree species is rare.
 - 2. The tree is more than one-hundred (100) years of age.
 - 3. The tree is of an abnormal height or has an abnormal trunk diameter or dripline diameter for a tree of its species.
 - 4. The quality of the tree foliage is abnormal for a tree of its species.
 - 5. The location, shade value, fragrance, erosion control, aesthetic, features or scenic enhancement of such tree is of especial importance to the Township.
- B. All trees designated as Landmark Trees, shall be shown on a map with appropriate code marks signifying each tree's designation, number, species, age, size and other distinguishing characteristics for ready reference and periodic monitoring.
- C. If the owner or owners of the property on which a Landmark Tree is located consents thereto, the Township may identify such tree as a Landmark Tree by the placement of a suitable marker thereon.
- D. If and when, any Landmark Tree is removed, the Shade Tree Commission shall arrange for the necessary changes to made to the official Landmark Tree inventory records and Township Map.

Section 23-7 Protection of Trees on Private Property

- A. Any person wishing to remove one or more trees greater than 12" in diameter, shall file a registration form with the Township Clerk which shall include a description of the tree(s) to be removed, their species, their size, their health and their location on the property.
- B. No fee shall be charged for a tree removal registration, however, failure to file the registration form before removing the trees in accordance with paragraph "A" above shall subject a property owner and/or tenant to the penalties set forth in section 23-12 below.

Section 23-8 Exemptions from Permit Requirement and Penalties

The following lands, activities and uses shall be exempt from the terms and conditions of this section and shall also be exempt from any violations or penalties.

A. Activities lawfully conducted on public lands or rights-of-way by or on behalf of a local, federal, state, county or other governmental agency or entity or utility company.

Section 23-9 Notice to Owner or Occupant to Remove or Maintain Dangerous Trees

The Enforcement Officer may require the removal or maintenance of a tree that is dangerous to public safety, at the expense of the owner or occupant of a property, upon serving written notice that the same will be removed or pruned to make the situation safe within a 30 day period.

Section 23-10 Nonliability of Township

- A. Nothing in this section shall be deemed to impose any liability upon the Township or its officers or employees or agents or upon the Commission or any of the Commissioners.
- B. Nothing in this section shall be deemed to relieve the owner and/or occupant of any private property from the duty to keep trees and shrubs thereon in a safe condition.

Section 23-11 Tree Replacement

The Shade Tree Commission may recommend that Township trees be replaced under the following guidelines:

- A. Trees should be replaced on a 1:1 basis.
- B. Deciduous replacement trees should be a minimum of 2 2.5" caliper, balled and burlapped and suitable for Zone 6 and guaranteed for two years.
- C. Evergreen replacement trees should also be balled and burlapped and of a minimum size of 7' 8' in height and suitable for Zone 6 and guaranteed for two years.
- D. In some instances, it may be appropriate to plant hedges or other screening as an alternative to replacement tree(s) if same would provide a more suitable visual barrier and/or better serve the purpose of this section.
- E. The preferred tree replacement locations should be on the actual tree removal site, however in lieu of providing a replacement tree on site, the owner of the property must contribute \$300 per tree to the Township of Long Hill Tree Fund to be used for the replacement of trees on public property or Township right-of-way.

Section 23-12 Violations and Penalties

Ay person violating or causing to be violated any of the provisions this section shall be subject to the penalties set forth in section 1-5 of the Township Code and shall replace each tree destroyed or removed in violation of this section with another tree of the same species, at least two inches in diameter measured at a point four feet above the ground. Each tree destroyed or removed in violation of this section shall be considered a separate offense. Failure to secure a permit prior to removal or destruction shall be a violation of this section.

Section 2. In case any article, section or provisions of this ordinance shall be held invalid in any court of competent jurisdiction, the same shall not affect any other article, section or provision of this ordinance except insofar as the article, section or provision so declared invalid shall be inseparable from the remainder or any portion thereof.

Section 3. This ordinance shall become effective immediately upon final passage and publication as required by law.

ORDINANCE 467-20 SALARIES AND WAGES ORDINANCE

STATEMENT OF PURPOSE: Salary and wage amendments

BE IT ORDAINED by the Township Committee of the Township of Long Hill, in the County of Morris, State of New Jersey as follows:

Section 1. The salaries and wages of the following employees of the Township shall be as follows:

Position Title Township Administrator Executive Administrative Assistant Municipal Clerk/Registrar Administrative Assistant Administrative Assistant [Part Time] Chief Financial Officer Asst. to the CFO [Part Time] Accts. Payable Manager Clerical [Part Time] Tax Collector [Full Time] Tax Assessor [Part Time] Assistant Treasurer Sewer Utility Collector [Part Time] Tax Clerk/ Sewer/Utility Collector [Full-Time]	Annual Salary \$75,000 - \$150,000 \$52,500 - \$75,000 \$45,000 - \$85,000 \$33,000 - \$52,500 \$ 20.00 - \$ 30.00/hr. \$50,000 - \$100,000 \$20,000 - \$36,000 \$25,000 - \$60,000 \$25,000 - \$60,000 \$ 8.50 \$15.00 - \$ 24.00/hr. \$60,000-\$70,000 \$20,000 - \$40,000 \$45,000 - \$75,000 \$15.00 - \$ 24.00/hr. \$40,000 - \$50,000

Board of Health

Animal Control Officer [Part Time]

\$35.00 - \$60.00/hr.

\$19,000 - \$35,000

\$40,000 - \$75,000

Court

Municipal Court Judge Court Administrator

Planning and Development

Construction Code Official [Part Time] Building Sub Code Official [Part Time] Fire Sub Code Official [Part Time] Fire Prevention/Fire Official [Part Time] Plumbing Sub Code Official [Part Time] Electrical Sub-code Official [Part Time] Technical Assistant to the Construction Official Technical Assistant to the Construction Official Planning & Zoning Coordinator/Zoning Officer Planning & Zoning Secretary [Part Time] Code/Zoning Enforcement Officer [Part Time] \$30,000 - \$45,000 \$ 35.00 - \$45.00/hr. \$ 35.00 - \$45.00/hr. \$ 22.50 - \$40.00/hr. **\$10,000 - \$22,500** \$35.00 - \$45.00/hr \$ 35.00 - \$45.00/hr. \$50,000 - \$60,000 \$ 18.00 - \$30.00/hr. \$40,000 - \$75,000 \$85,000 \$ 20.00 - \$30.00/hr. **\$45.000 - \$70,000** \$25.00 - \$40.00/hr

Recreation

Recreation Director Administrative Assistant [Part Time] Recreation Assistant [Full Time]

Seasonal/ [Part Time] Positions

Summer Recreation Site Director Summer Recreation Site Supervisor Summer Recreation Assistant Summer Recreation Counselor Lake Director Assistant Lake Director Head Lifeguard Life Guard Score Keeper/Time Keeper/Referees Basketball Director \$30,000 - \$70,000 \$ 20.00 - \$30.00/hr. \$35,000 - \$45,000

\$ 22.00 - \$ 35.00/hr. \$ 17.00 - \$ 27.00/hr. \$ 15.00 - \$ 25.00/hr. \$ 20.00 - \$ 35.00/hr. \$ 20.00 - \$ 35.00/hr. \$ 15.00 - \$ 25.00/hr. \$ 12.00 - \$ 18.00/hr. \$ 9.00 - \$ 15.00/hr. \$ 8.25 - \$ 15.00/hr. \$ 18.00 - \$ 28.00/hr. Basketball Staff Supervisor

Police Department Secretary

Administrative Assistant to the Chief of Police

PD Administrative Assistant [Part Time]

School Crossing Guard [Part Time]

Court Security Officer [Part Time]

Chief of Police

Police Officers

Police Matron

\$ 12.00 - \$ 25.00/hr.

Police Department

\$125,000 - \$170,000-\$180,000 per Collective Bargaining Contract \$ 36,000 - \$60,000 \$ 52,500 - \$75,000 \$ 33,000 - \$ 52,000 \$ 12.00 - \$ 26.00/hr. \$ 12.00 - \$ 28.00/hr. \$ 20.00 - \$30.00/hr.

Office of Emergency Management

Emergency Management Coordinator [Part Time]

Department of Public Works/Roads

Director of Public Works /Superintendent of Roads DPW employees Part Time Laborer \$85,000 - \$112,053-\$120,000 per Collective Bargaining Contract \$ 9.50 - \$25.00

Senior Services

Senior Citizens Bus Driver

\$ 15.00 - \$ 25.00/hr.

\$ 10,000 - \$35,000

Mileage reimbursement based on current IRS Standard

Section 2. Any and all other ordinances or parts thereof in conflict or inconsistent with any of the terms hereof are hereby repealed to such extent as they are so in conflict or inconsistent.

Section 3. This ordinance shall take effect immediately upon final passage and publication as required by law, unless the effective date is delayed pursuant to the provisions of *N.J.S.A.* 40A:9-165.

RESOLUTION 20-285 APPROVAL AND RELEASE OF MINUTES

BE IT RESOLVED, that the Township Committee of the Township of Long Hill does hereby approve and release the Township Committee Minutes of the October 14, 2020 Township Committee Meeting.

BE IT FURTHER RESOLVED that the Township Committee hereby approves October 14, 2020 Executive Session Meeting Minutes as redacted by the Township Attorney.

RESOLUTION 20-286 APPROVING PAYMENT OF BILLS

BE IT RESOLVED, that the Township Committee of the Township of Long Hill does hereby approve the payment of the bills as presented by the Chief Financial Officer.

BE IT FURTHER RESOLVED, that the bills list be appended to the official minutes.

RESOLUTION 20-287 AUTHORIZING RELEASE OF ESCROW – WHRHS Board of Education

WHEREAS, Watchung Hills Regional High School Board of Education., submitted payment for a Police Traffic Detail Service, and

WHEREAS, the Police Department has determined that the project has been paid by the Watchung Hills Regional High School,

BE IT RESOLVED, the Township Committee of the Township of Long Hill upon the advice and recommendation of the Acting Chief Financial Officer, does hereby authorize the release of the duplicate payment made on such job in the amount of: \$234.07

WHRHS Board of Education 108 Stirling Road Warren, NJ 07059-5799

RESOLUTION 20-288 ACCEPTING RESIGNATION – BEREZANSKI

BE IT RESOLVED, that the Township Committee herby accepts the resignation of Melissa Berezanski, as Crossing Guard, effective September 2, 2020.

RESOLUTION 20-289

AUTHORIZING THE TOWNSHIP CLERK TO FILE CERTIFICATION OF TOWNSHIP COMMITTEE REVIEW OF 2020 BEST PRACTICES INVENTORY

WHEREAS, in accordance with the State of New Jersey Fiscal Year Appropriations Act, (PL 2011, c.85), the Division of Local Government Services has distributed the 2020 Best Practices Inventory to municipalities; and

WHEREAS, a component of the inventory is a public review of the completed inventory by the respective governing body's;

NOW, THEREFORE, BE IT RESOLVED, by the Township Committee of the Township of Long Hill, in the County of Morris, State of New Jersey the inventory has been completed by the Chief Finance Officer on October 23, 2020 and the Township Clerk is hereby authorized to file the necessary certification to the Division of Local Government Services.

RESOLUTION 20-290

AUTHORIZATION TO CONDUCT BLOCK PARTY- ENTRANCE OF INDIAN RUN AND DEER RUN

BE IT RESOLVED that the Township Committee of the Township of Long Hill does hereby approve the request for a block party to entrance of Indian Run and Deer Run on Saturday, October 31, 2020, from 4:00 p.m. until 6:00 p.m., as noted in an email received on October 23, 2020.

BE IT FURTHER RESOLVED that the Township Committee does hereby approve the request for the road closure(s) with the provision that barricades are obtained from the Department of Public Works.

RESOLUTION 20-291 LONG HILL TOWNSHIP APPLICANT'S RESOLUTION LOCAL GOVERNMENT EMERGENCY FUND (CRF) GRANT

WHEREAS, as the public health emergency associated with the COVID-19 pandemic continues, the most significant negative financial impacts faced by county and municipal governments throughout New Jersey result from extreme economic contraction, deficits in tax and fee revenues, and extraordinary increases in public safety and health and human services expenditures; and

WHEREAS, severe fiscal stress limits the ability of counties and municipalities to maintain essential services and take the steps necessary to fight COVID-19; and

WHEREAS, without substantial federal assistance, residential taxpayers would absorb the primary impact of meeting these extraordinary needs and closing any associated operating deficits; and

WHEREAS, the Department of Community Affairs ("DCA"), through the Division of Local Government Services ("DLGS" or "Division"), has been deemed the lead agency for the distribution of the Local Government Emergency Fund (the "LGEF" or "Program"), provided through an allocation of the State of New Jersey's CARES Act Coronavirus Relief Fund (CRF Funds); and

WHEREAS, counties and municipalities excluded from the federal government's direct CRF allocation plan, as well as those counties and municipalities that are currently the most impacted by COVID-19 in comparison to their available resources, are eligible for LGEF funds pursuant to a maximum distribution determined by formula; and

WHEREAS, a total of \$60 million is currently being made available under the Program, with a potential \$60 million more to be allocated; and

WHEREAS, LGEF Grants exist to support costs incurred as part of a local unit's response to COVID-19.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Long Hill, that the Township of Long Hill will apply for a LGEF Grant in the amount of \$96,588.00.

BE IT RESOLVED, by the Township Committee of the Township of Long Hill, County of Morris, State of New Jersey as follows:

- 1. Upon the advice and recommendation of Public Works Director Al Gallo, that Joseph Conant be appointed as Truck Driver/Laborer Class 4.
- This appointment shall be effective on November 2, 2020 at an hourly probationary rate of \$15.50. Following the probationary period (not to exceed more than six months) the new rate shall be \$19.50 per hour.
- 3. Mr. Conant will be a member of the Long Hill Public Works Association and a copy of the Agreement shall be provided.