

**Independence Township Committee
Regular Meeting Agenda
August 12, 2025
7:00 pm**

This is a regular meeting of the Township Committee of Independence Township, Warren County, New Jersey. This meeting was called to order by Mayor Robert Giordano at 7:00 p.m. with the following announcement: “Adequate notice of this meeting was given in accordance with the Open Public Meetings Act by providing a schedule of regular meetings to the Herald Times and 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 Mayor Giordano.

Roll Call: Mrs. Gesumaria, Mr. Stuber, Mrs. Kelsey, Mayor Giordano
Absent: Mr. Pennington

Minutes

Mrs. Gesumaria made a motion to approve the minutes from the July 8, 2025 regular meeting, which was seconded by Mr. Stuber.

Ayes: Mrs. Gesumaria, Mr. Stuber, Mrs. Kelsey, Mayor Giordano
Nays: None
Absent: Mr. Pennington
Abstain: None

Department Reports:

Melissa Shurack, Recreation Director, all fall sports are starting, wooden bat league will be beginning in the fall again, Wings (Seniors) calendar is full.

Bryce Good, Engineer, everything is status quo working on the Municipal Aide applications.

Joe King, CPWM, all going well, preparing Field of Dreams for fall sports, roadside mowing, so far 10 tons of Black top has been used on the roads for repairs, and there have been call outs for 2 trees down.

Consent Agenda:

25-56

A RESOLUTION AUTHORIZING A TEMPORARY EXCEPTION TO THE VACATION TIME PROVISIONS OF THE INDEPENDENCE TOWNSHIP POLICE DEPARTMENT COLLECTIVE BARGAINING AGREEMENT AND EMPLOYEE HANDBOOK

WHEREAS, the Independence Police Department has experienced significant manpower shortages during the past calendar year, resulting in many officers being unable to schedule and use the vacation time they were permitted to roll over from 2024 into 2025, as they would have otherwise desired; and

WHEREAS, the governing provisions of the applicable Collective Bargaining Agreement and Employee Handbook require that unused vacation time be forfeited if not used within the time frames set forth therein; and

WHEREAS, the Mayor and Committee recognize that, due to these exceptional circumstances, strict enforcement of the vacation time provisions would result in an undue hardship to officers who have been unable to take their previously accrued time off; and

WHEREAS, the Mayor and Committee find it to be in the best interests of the Independence Police Department, its officers, and the public welfare to provide a one-time exception to the standard provisions, in order to preserve officer morale and acknowledge the service and sacrifice.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Committee of the Township of Independence, that notwithstanding any contrary provisions in the Collective Bargaining Agreement or Employee Handbook, any unused accrued vacation time earned by officers of the Independence Police Department in calendar year 2024 and remaining unused as of December 31, 2025, may be carried over into calendar year 2026; and

BE IT FURTHER RESOLVED, that such 2024 accrued vacation time carried into 2026 must be used on or before June 1, 2026, and any portion of such time remaining unused after that date shall be deemed permanently forfeited; and

BE IT FURTHER RESOLVED, that this resolution shall apply only to vacation time accrued in 2024 and shall not be construed as establishing any precedent or ongoing policy with respect to the accrual, carryover, or forfeiture of vacation time in any other year.

Mrs. Gesumaria made a motion to approve Resolution 25-56, which was seconded by Mr. Stuber.

Ayes: Mrs. Gesumaria, Mr. Stuber, Mrs. Kelsey, Mayor Giordano

Nays: None

Absent: Mr. Pennington

Abstain: None

Bill List

Mrs. Gesumaria made a motion to approve the bill list as presented, which was seconded by Mr. Stuber.

Ayes: Mrs. Gesumaria, Mr. Stuber, Mrs. Kelsey, Mayor Giordano

Nays: None

Absent: Mr. Pennington

Abstain: None

Public Comment:

Mayor Giordano opened the floor for public comment; seeing none the public comment period was closed.

Adjournment

Mr. Stuber made a motion to adjourn at 7:12 pm, which was seconded by Mrs. Gesumaria and carried by all.