MEETING CALLED TO ORDER:	6:31	P.M
MEETING ADJOURNED:	7:12	P.M.

CALL MEETING TO ORDER: FLAG SALUTE

ROLL CALL OF ATTENDANCE:

Council Member	<u>Present</u>	<u>Absent</u>
GIOVINAZZI	X	
ALVAREZ		X
ADAMS	X	
BARSUGLIA	X	
ANDALORO	X	
DESTEFANO	X	

ALSO IN ATTENDANCE: Clerk I Koch, Solicitor Tonetta, Road Supervisor Nimohay

The regular meeting of Mayor and Council of the Borough of Buena was held February 24, commencing at 6:31 P.M. at the Borough Hall with Mayor Baruffi presiding. Mayor Baruffi announced that this meeting was being held in compliance with the Open Public Meetings Act and notices of this meeting have been provided, via email, to the Press of Atlantic City and the Daily Journal on November 9, 2024 as well as being posted on the bulletin board in Borough Hall.

MAYOR'S REPORT: First order of business.

Mayor Baruffi appointed Kerri Belfi as a Member of the Recreation Commission to fill the unexpired term of Cynthia Holland and administered her oath.

Mayor Baruffi appointed Mary Donato as an Alternate I Member of the Recreation Commission to fill the unexpired term of Kerri Belfi.

- Mayor Baruffi received a report from the County Tax Administrator concerning the tax evaluation for the Borough. It was highlighted that the Borough's real true value compared to the current assessment is 79.81%, the highest rate in Atlantic County. Mayor Baruffi and Solicitor Tonetta discussed the tax evaluation process in detail.
- Mayor Baruffi reported that drainage work has commenced on Route 40, Central Ave., and Kimberly Lane.
- Mayor Baruffi met with Public Safety Director Adams and Fire Chief Barbagli to discuss the acquisition of a new brush truck for the Buena Borough Fire Department. The current truck is over thirty years old, but the equipment on the existing truck can be transferred to the new one.

MAYOR: PUBLIC COMMENT: OPPORTUNITY FOR ANYONE TO COMMENT WITH A LIMIT OF FIVE (5) MINUTES PER SPEAKER. <u>Please</u> <u>Refer to the following statement</u>

PUBLIC COMMENT PROVIDES AN OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO INFORM THE MAYOR AND GOVERNING BODY ABOUT THEIR VIEWS. THE MAYOR AND GOVERNING BODY PRESCRIBES TO COUNCIL'S BY-LAWS AND THE NEW JERSEY STATUTES ON OPEN PUBLIC MEETINGS WHEN ENGAGING DURING PUBLIC COMMENT. AS SUCH, EACH INDIVIDUAL SHALL HAVE A 5 MINUTE LIMIT TO COMMENT; HE/SHE CANNOT YIELD TIME TO ANOTHER INDIVIDUAL; HE/SHE MAY ONLY APPROACH THE PODIUM ONCE DURING PUBLIC COMMENT FOR ANY ONE TOPIC; VULGAR OR OFFENSIVE LANGUAGE IS PROHIBITED AND MAYOR AND COUNCIL WILL NOT ENGAGE IN DIALOGUE WITH THE PUBLIC DURING THIS TIME. THE GOVERNING BODY MAINTAINS MODEL

MOTIONED TO OPEN THE PUBLIC PORTION OF THE MEETING:

		Council Member	Aye	Nay	Abstain	Absent	Recuse
		GIOVINAZZI	X				
MOTION:	DESTEFANO	ALVAREZ				X	
		ADAMS	X				

SECOND:	BARSUGLIA	BARSUGLIA	X		
		ANDALORO	X		
	RCV	DESTEFANO	X		

John Saseen acknowledged the volunteer firefighters that are attending school and commended them for their dedication to the Borough.

MOTIONED TO CLOSE THE PUBLIC PORTION:

		Council Member	Aye	Nay	Abstain	Absent	Recuse
		GIOVINAZZI	X				
MOTION:	ANDALORO	ALVAREZ				X	
		ADAMS	X				
SECOND:	BARSUGLIA	BARSUGLIA	X				
		ANDALORO	X				
	RCV	DESTEFANO	X				

INTRODUCED AND PASSED AT FIRST READING:

ORDINANCE NO. 764 AN ORDINANCE AMENDING BOND ORDINANCE NO. 722-2023, ADOPTED ON FEBRUARY 27, 2023, BY THE BOROUGH OF BUENA, IN THE COUNTY OF ATLANTIC, NEW JERSEY, TO AMEND CERTAIN CAPITAL PURCHASES PREVIOUSLY SPECIFIED THEREIN, AND TO PROVIDE FOR THE PURCHASE OF A BRUSH FIRE TRUCK FOR THE BOROUGH OF BUENA, ATLANTIC COUNTY, NEW JERSEY

Ave New Abstein Absent Recuse

		Council Member	Aye	Nay	Abstain	Absent	Recuse
		GIOVINAZZI	X				
MOTION:	ADAMS	ALVAREZ				X	
		ADAMS	X				
SECOND:	BARSUGLIA	BARSUGLIA	X				
		ANDALORO	X				
	RCV	DESTEFANO	X				

Council Member

WHEREAS, the Borough Council of the Borough of Buena, in the County of Atlantic, New Jersey (the "Borough"), heretofore adopted Bond Ordinance No. 722-2023, entitled:

"BOND ORDINANCE APPROPRIATING SIX HUNDRED TWENTY-FIVE THOUSAND DOLLARS (\$625,000) AND AUTHORIZING THE ISSUANCE OF UP TO FIVE HUNDRED NINETY-THREE THOUSAND SEVEN HUNDRED FIFTY DOLLARS (\$593,750) IN BONDS OR NOTES OF THE BOROUGH OF BUENA FOR THE PURCHASE OF ONE (1) NEW AMBULANCE AND ONE (1) REFURBISHED AMBULANCE AND RELATED ADDITIONAL EQUIPMENT BY THE BOROUGH OF BUENA, IN THE COUNTY OF ATLANTIC, NEW JERSEY"

(the "Original Bond Ordinance"), pursuant to which the Borough authorized the issuance of bonds and notes up to the aggregate principal amount of \$625,000 to fund the costs to purchase one (1) new ambulance and one (1) refurbished ambulance and related additional equipment; and

WHEREAS, the Borough has completed the purchase of the new ambulance in accordance with the Original Bond Ordinance (the "**New Ambulance Purchase**") and has paid the costs of such New Ambulance Purchase; and

WHEREAS, the Borough has determined not to proceed with the purchase of the refurbished ambulance, but instead desires to proceed with the purchase of a brush fire truck which will serve the best interests of the residents of the Borough, as more fully set forth in this amendment to the Original Bond Ordinance.

NOW, THEREFORE, THE COUNCIL OF THE BOROUGH OF BUENA, COUNTY OF ATLANTIC, NEW JERSEY (not less than two-thirds of all members thereof affirmatively concurring), does hereby ordain as follows:

to

Section 1.	The Original Bond Ordina	nce, as hereby amende	ed, shall be referred to as the	ne "Amended Bond Ordinance"
Section 2. read as follows:	The "Improvement or Pur	pose" portion of Secti	on 3 of the Original Bond	Ordinance is hereby amended
IMPROVEMENT OR <u>PURPOSE</u>	APPROPRIATION AND ESTIMATED COST UNDER ORIGINAL BOND <u>ORDINANCE</u>	AMOUNT OF BONDS OR NOTES UNDER ORIGINAL BOND ORDINANCE	APPROPRIATION AND ESTIMATED COST UNDER AMENDED BOND ORDINANCE	AMOUNT OF BONDS OR NOTES UNDER AMENDED BOND ORDINANCE
(a) Purchase of a New Ambulance and additional related equipment, and all other necessary or desirable appurtenances, work or materials.		<u>OMDIT VII. (C.E.</u>		
	\$410,000	\$389,500	\$406,250	\$385,937
(b) Purchase of a Refurbished Ambulance and additional related equipment, and all other necessary or desirable appurtenances, work or materials.				
	\$215,000	\$204,250	\$0.00	\$0.00
(c) Purchase of a Brush Fire Truck and additional related equipment, and all other necessary or desirable appurtenances, work or materials.				
	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$218,750</u>	<u>\$207,813</u>

TOTAL

Section 3. Section 6(b) of the Original Bond Ordinance is hereby amended to change the period of usefulness from 5years to 10.25 years.

<u>\$593,750</u>

<u>\$625,000</u>

\$593,750

<u>\$625,000</u>

- This Amended Bond Ordinance does not authorize any additional indebtedness but merely amends the Original Bond Ordinance to change designated capital improvements and adjust amounts appropriated without increasing the aggregate amount appropriated for capital improvements and purposes under the Original Bond Ordinance.
- Section 5. The Original Bond Ordinance is hereby reaffirmed in its entirety and shall remain in full force except as modified herein.
- This Amended Bond Ordinance amending the Original Bond Ordinance shall take effect twenty (20) days after the first publication thereof after final adoption, as provided by the Local Bond Law of New Jersey.

INTRODUCED AND PASSED AT FIRST READING:

ORDINANCE NO. 765 ORDINANCE OF THE BOROUGH OF BUENA, COUNTY OF ATLANTIC, NEW JERSEY, APPROPRIATING CERTAIN UNEXPENDED PROCEEDS OF THE SALE OF PREVIOUSLY ISSUED NOTES TO FINANCE THE COST OF ADDITIONAL CAPITAL IMPROVEMENT AND TAKING RELATED ACTIONS

		Council Member	Aye	Nay	Abstain	Absent	Recuse
		GIOVINAZZI	X				
MOTION:	ADAMS	ALVAREZ				X	
		ADAMS	X				
SECOND:	BARSUGLIA	BARSUGLIA	X				
		ANDALORO	X				
	RCV	DESTEFANO	X				

WHEREAS, the Borough of Buena, County of Atlantic, New Jersey (the "Borough") has, pursuant to the Local Bond Law, Chapter 2 of Title 40A of the New Jersey Statutes, amended and supplemented ("Local Bond Law"), and Bond Ordinance No. 722-2023, finally adopted on February 27, 2023 ("Ordinance No. 722"), originally authorized, issued and sold a bond anticipation note of the Borough, dated May 18, 2023, maturing May 17, 2024, in the principal amount of \$375,000, which note was subsequently extended by the Borough for another year until May 15, 2025 (collectively, the "Existing Obligation") for the purpose of funding the purchase one (1) new ambulance and one (1) refurbished ambulance as more fully specified in Ordinance No. 722; and

WHEREAS, the Borough has completed the purchase of the new ambulance as specified in Ordinance No. 722 (the "New Ambulance Purchase") and has paid the costs of such New Ambulance Purchase and the sum of \$31,848 remains unspent from the proceeds of the Existing Obligations (the "Unexpended Proceeds"); and

WHEREAS, Section 40A:2-39 of the Local Bond Law provides that, if, in the opinion of the Council of the Borough (the "Council"), it is in the best interest of the Borough, the Unexpended Proceeds may be appropriated to and used to finance the cost of any other purposes for which bonds or notes may be issued; and

WHEREAS, the Council has determined that it is in the best interest of the Borough to forego the purchase of the refurbished ambulance and appropriate the Unexpended Proceeds towards the costs of the purchase of a brush fire truck as hereinafter specified.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the Borough of Buena, Atlantic County, New Jersey (not less than two-thirds of all members thereof affirmatively concurring), does hereby ordain as follows:

Section 1. Capital Character of Additional Projects; Authorization.

It is hereby determined that the Unexpended Proceeds shall be used to finance the cost of the purchase of a brush fire truck for the Borough (the "Brush Fire Truck Purchase"). The Brush Fire Truck Purchase constitutes a purpose for which bonds may be issued pursuant to the Local Bond Law, having a period of usefulness in excess of five (5) years, as required by Section 40A:2-21 of the Local Bond Law. The implementation of the Brush Fire Truck Purchase is hereby authorized to be made as a general improvement in and for the Borough.

Section 2. Appropriation of Unexpended Proceeds.

It is hereby determined that, in the opinion of the Council, it is in the best interest of the Borough to appropriate the Unexpended Proceeds in the aggregate amount of \$31,848 under Ordinance No. 722 to the purchase of the Brush Fire Truck, and accordingly, said sum is hereby appropriated, which Unexpended Proceeds shall be used for the costs associated with the Brush Fire Truck Purchase for the Borough.

Section 3. Capital Budget Amendment.

The capital budget is hereby amended to conform with the provisions of this Ordinance to the extent of any inconsistency therewith and the resolutions promulgated by the Local Finance Board showing full details of the amended capital budget and capital improvement program as approved by the Director, Division of Local Government Services, are on file with the Borough Clerk and are available for public inspection.

Section 4. No Additional Indebtedness Authorized.

This Ordinance does not authorize any additional indebtedness but merely appropriates proceeds of the Existing Obligation in excess of the amount required to complete the improvements for the financing of which such Existing Obligations was originally issued.

Section 5. Repeal of Inconsistent Legislation.

All ordinances and resolutions or parts thereof to the extent inconsistent herewith are hereby repealed or rescinded.

Section 6. Effective Date.

This Ordinance shall take effect immediately upon final adoption and publication as required by law.

CONSENT AGENDA:

Consent Agenda includes items of business which are not controversial and do not require individual discussion. A Motion approving the Consent Agenda is moved, seconded and voted upon as one item by the Borough Council. If any discussion is requested on a Consent Agenda item, it is removed from the Consent Agenda to the Regular Agenda

- **RESOLUTION 52-25** A RESOLUTION IN OPPOSITION OF THE APPROVAL OF ATLANTIC CITY ELECTRIC TO INCREASE RATES MORE THAN 17% IN JUNE AND A CALL ON THE NEW JERSEY BOARD OF PUBLIC UTILITIES TO REJECT THE PROPOSED ADDITIONAL RATE OF 8%
- **RESOLUTION 53-25** A RESOLUTION ACCEPTING THE RESIGNATION OF JASMINE STRICKLAND EMERGENCY MEDICAL TECHNICIAN FROM BUENA EMS
- **RESOLUTION 54-25** A RESOLUTION APPROVING A 2025 EMERGENCY TEMPORARY BUDGET
- **RESOLUTION 55-25** A RESOLUTION AUTHORIZING HIRING OF AN EMERGENCY MEDICAL TECHNICIAN, SAMANTHA MONZO
- BILLS PAID AS LISTED
- CLERK'S REPORT MINUTES OF THE REGULAR MEETING OF FEBRUARY 10, 2025

		Council Member	Aye	Nay	Abstain	Absent	Recuse
		GIOVINAZZI	X				
MOTION:	BARSUGLIA	ALVAREZ				X	
		ADAMS	X				
SECOND:	ANDALORO	BARSUGLIA	X				
		ANDALORO	X				
	RCV	DESTEFANO	X				

COMMITTEE REPORTS:

PLANNING/ZONING/INSPECTIONS

Councilman Giovinazzi reported 104 & 106 South Franklin Ave. & 114 N Harding Highway have a new court date of February 27, 2025. The court found the owner of 521 North Harding Highway guilty and imposed a fine of \$10,600 (\$100.00 per day for the 106 days the illegal use continued after the Notice of Violation was served). 103 & 105 Marlyn Ave. court date is scheduled for March 6, 2025 for failure to comply with notice to remove chickens from a residential lot. The Land Use Board approved consolidating existing nine lots to sub-divide into three lots for the construction of three new homes on Heatherwood Drive.

FINANCE/TAX COLLECTOR/ASSESSOR

Mayor Baruffi, on behalf of Finance Chairman Alvarez, reported the up-to-date expenditures and remaining balances and advised council to review for their respective departments. There will be a Workshop Meeting at 6:00 p.m. on March 10, 2025 to discuss the formulation of the 2025 budget. The budget is expected to be introduced on March 24, 2025.

PUBLIC SAFETY/STREET LIGHTS

Councilman Adams noted there are three students attending the fire academy at the Canale Training Center in Egg Harbor Township noting that they are using their own vehicles and sometimes the Borough owned truck.

Councilman Adams reported the following for the month of January 2025:

- Buena Borough EMS: 72 calls, Buena Vista Township EMS: 25 calls, Vineland City EMS: 10 calls, Hammonton EMS: 1 call
- Cooper Hospital hosted a trauma class at Buena Borough's EMS Building open to all EMS agencies. Twenty-two EMTs and two doctors attended the class. Buena EMS will continue holding EMS classes throughout the year. Councilman Adams thanked Buena Borough Fire Department for allowing EMS to borrow tables and chairs for the event.
- Franklin Township Police Department reported 950 calls for service for Buena Borough.
- The Officer of the Month for January 2025 is Officer Tyler Kiszelewski of Franklin Township Police Department. One of Officer Kiszelewski's motor vehicle stops led to the recovery of a stolen vehicle and distribution amounts of narcotics and US currency.
- Reminded those present to continue to report street light outages. Residents may log on to Atlantic City Electric's web site to report the outages or notify to Councilman Adams directly. Councilman Adams explained he is awaiting a response from ACE regarding the outage reports and will continue to pursue this matter.

RECREATION

Councilwoman Barsuglia reported the following:

- The Buena Borough Recreation Commission met on February 6, 2025 and elected a new president, vice president, and secretary.
- The Recreation Commission is hosting a breakfast at Martin's Catering on April 6, 2025 from 8:00 a.m. to 11:00 a.m. Tickets are available and are \$12.00 for adults, children ages 12 and under are \$10.00 and children ages 3 and under are free.
- The Easter Egg Hunt is scheduled for April 13, 2025 at 3:00 p.m. in Bruno Melini Park.
- Further events to be announced by Recreation.
- Work continues at Blackwater Pond Park. Damage caused by an ATV was discovered today, February 24 near the gate.
 Discussion ensued regarding camera installation and notifying Chief DeCesari. Two additional deer stands have been found and Councilman Adams stated he will notify the owner of said stand to remove them.
- Opening day and parade for Buena Little League is scheduled for April 12, 2025 at 9:00 a.m. at Bruno Melini Park. The parade will begin at Cleary School and end at the park.
- Sustainable New Jersey certificate was submitted on Friday, February 21, 2025. The Borough is one of three municipalities in Atlantic County who have submitted placing us in the top tier to receive funding.

BLDGS/GROUNDS/IMPROVEMENTS

Councilwoman Andaloro reported the following:

- Met with Mayor Baruffi and Road Supervisor Nimohay to review the maintenance plans for 2025 for buildings and grounds.
- Working on a proposal for lawn and field maintenance.
- Joe Mohnack of DeBlasio & Associates will be at Borough Hall on February 26, 2025 at 10:00 a.m. to review the plans for the bathrooms in the park.

ROADS/RECYCLING

Councilman DeStefano reported the following:

- The plow on loader #621 was repaired and all remaining equipment is ready for the next snowstorm.
- Salt and sand were delivered and placed in the salt shed.
- Branches were moved from the bin at the Borough garage.
- Leaves are being removed from the leaf being and being delivered to local farmers.
- Obtaining quotes for a new 30 yd trash container for the recycling center at the Borough garage.

UNFINISHED BUSINESS:

Councilwoman Barsuglia informed Council that the Special Events Committee met on February 13, 2025 and are discussing events to assist in fundraising 2025 Buena Day.

NEW BUSINESS:

Councilman Adams deferred to Debbie Casazza, President of the Buena Borough Historical Society, who informed those present about the Society's annual fundraiser event taking place on May 3, 2025 from 10:00 a.m. to 5 p.m. Admission is \$1.00 and there will be over 100 crafters, a car show sponsored by Lilliston Ford, and 10 food trucks at the event. Ms. Casazza thanked everyone for their support.

Councilman Adams introduced Recreation Commission's new Board Chairperson, Chistina Saccomono and Board Secretary Denise Yaccovelli.

NEXT MEETING: SPECIAL BUDGET MEETING 6:00 P.M.

REGULAR MEETING MARCH 10, 2025 6:30 P.M.

MEETING ADJOURNED: M/ADAMS S/BARSUGLIA RCVU

Nicole Koch

Nicole Koch

Please refer to next page for Consent Agenda Resolutions

RESOLUTION NO. 52-25

A RESOLUTION IN OPPOSITION OF THE APPROVAL OF ATLANTIC CITY ELECTRIC TO INCREASE RATES MORE THAN 17% IN JUNE 2025 AND A CALL ON THE NEW JERSEY BOARD OF PUBLIC UTILITIES TO REJECT THE PROPOSED ADDITIONAL RATE OF 8%

WHEREAS, New Jersey Board of Public Utilities (NJ BPU) approved rate increases for Atlantic City Electric, an Exelon Company, in June 2024 that averaged 4.6%;

WHEREAS, New Jersey Board of Public Utilities (NJ BPU) announced on Wednesday, February 12, 2025 that residential electricity rates for Atlantic City Electric customers will again increase in June by more than 17%;

WHEREAS, Atlantic City Electric, an Exelon Company, has also requested a separate and additional 8% increase to pay for infrastructure upgrades, including investments in smart meters and reliability improvements that is expected to be heard by the New Jersey Board of Public Utilities (NJ BPU) in April 2025;

WHEREAS, the significant bill fluctuations and substantial increase in costs directly impacts the residents and businesses in the Borough of Buena; and

WHEREAS, the continuing rise in utility costs at rapid pace strains household budgets for families in the Borough of Bunea;

NOW, THEREFORE, BE IT RESOLVED the Mayor and Council of the Borough of Buena emphasizes the importance of public opposition to these substantial increases in rates by Atlantic City Electric, an Exelon Company, and urges residents and businesses to file a complaint with the NJ BPU via an online complaint form or by calling (800) 624-0241 and to contact the Office of the Governor of New Jersey by calling (609) 292-6000; and

BE IT FURTHER RESOLVED that copies of this Resolution shall be sent to Governor Phil Murphy, Senator Vincent J. Polistina, Assemblywoman Claire Swift, Assemblyman Don Guardian, Atlantic County Executive Dennis Levinson, and the Atlantic County Board of Commissioners.

RESOLUTION NO. 53-25

A RESOLUTION ACCEPTING THE RESIGNATION OF JASMINE STRICKLAND EMERGENCY MEDICAL TECHNICIAN FROM BUENA EMS

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Buena that the following resignation be regretfully accepted effective immediately:

Jasmine Strickland

RESOLUTION NO. 54-25 BOROUGH OF BUENA 2025 EMERGENCY TEMPORARY BUDGET

WHEREAS, an emergent condition has arisen with respect to providing appropriation for expenditures and no adequate provision has been made in the 2025 temporary appropriations for the aforesaid purpose, and N.J.S. 40A:4-20 provides for the creation of an emergency temporary appropriation for the purpose above mentioned, and

WHEREAS, the total emergency temporary resolutions adopted in the year 2025 pursuant to the provisions of Chapter 96, P.L. 1951 (N.J.S.40A:4-20) including this resolution total **\$1,669,482.76**.

NOW, THEREFORE, BE IT RESOLVED that in accordance with the provisions of N.J.S. 40A:4-20:

- 1. Emergency temporary appropriations be and the same are hereby made for the attached list of line items.
- 2. That said emergency temporary appropriations will be provided for in 2025 municipal budget as adopted.
- 3. That one certified copy of this resolution be filed with the Director of Local Government Services.

NOW, THEREFORE, BE IT RESOLVED that the following appropriations shall constitute the Borough of Buena 2025 Temporary Budget:

General Government:

Mayor and Council	
Other Expenses	1,000.00
Computer Operations	
Other Expenses	6,000.00
Assessment of Taxes	
Other Expenses	1,200.00
Tax Map	2,000.00
Engineering Services & Costs	
Other Expenses	10,000.00
Unclassified:	

Electric Heating Fuel/Gas Heating Street Lighting	16,000.00 at 9,000.00 25,000.00
Statutory Expenditures: PERS PFRS	102,513.00 7,054.00

RESOLUTION NO. 55-25

A RESOLUTION AUTHORIZING HIRING OF AN EMERGENCY MEDICAL TECHNICIAN

WHEREAS, the Borough of Buena Emergency Medical Services Department operates 24 hours a day, 365 days a year; and

WHEREAS, appropriate staffing is required for the department to operate effectively and efficiently; and

WHEREAS, the Emergency Medical Services Chief of the Borough of Buena requests the authorization from Council to approve the hiring of the following candidate to replace the Emergency Service Technicians who have left the department, at the rate of \$22.00 per hour: Samantha Monzo

NOW, THEREFORE, BE IT RESOLVED, by the Council of the Borough of Buena, County of Atlantic, State of New Jersey, hereby approves the hiring of aforementioned candidate as a per-diem Emergency Service Technician based on qualifications with a start date of February 25, 2025 and conditioned upon the successful completion of the hiring phases set forth in the Policy and Procedures of the Borough of Buena.