

**TOWNSHIP OF DENNIS
DENNISVILLE, NJ
APRIL 23, 2012**

5:00 P.M. TWP. COMMITTEE SPECIAL MEETING

Mayor Glembocki opened the meeting in compliance with the Open Public Meetings Act requirements.

Mayor Glembocki presided with Committeemembers: DiCicco, Murphy, Germanio and Teefy present.

Mayor Glembocki announced that this was a Special Meeting to have an Executive Session to discuss potential restructuring of various positions and possible filing of a Civil Service Layoff Plan. Mayor Glembocki indicated that however, the Executive Session would not be required due to the employees requesting that the discussions be held in Open Session.

Mr. Bill Blaney, Labor Counsel, indicated that every employee that was noticed requested that discussions be in Open Session. He also noted that one employee Rosemarie Essig was not noticed and therefore will not be apart of the discussions this evening.

Motion was made by Teefy, seconded by Germanio, that the meeting be open for public comment.

Robert Grace 659 Petersburg Road, thanked Committeeman Germanio for contacting the State Police. He commented on an incident where he almost got hit while he was in his yard. Mr. Grace stressed the importance of the traffic concern due to the School buses. He stated that it is getting worse all the time and asked the Committee to please help so that no one gets hurt.

Committee Germanio indicated that he would reach out to the State Police again.

Clarence Ryan, Dennis Township Director of Public Works, indicated that he understands the Committee's economic difficulties, however he stated how hard the Public Works employees work with storms, etc and asked them to keep that in mind as they consider a layoff plan.

There being no further comments from those present, motion was made by Murphy, seconded by Germanio, that the public comment portion be closed.

Mr. Blaney reiterated why the resolution for the Executive Session was not need.

Mr. Blaney explained that the Township has a financial issue and that one of the solutions to the financial issue is to implement a layoff. Mr. Blaney stated to do so the Township must submit a Layoff Plan to the Civil Service Commission so that the State can approve the plan if it is done correctly and to ascertain bumping rights to employees that are included in the Plan. He stated that just because the Township submits a Plan, doesn't me the actions within the Plan must occur. He also indicated that Civil Service may reject all or a portion of the Plan, as well as make changes. Mr. Blaney indicated that

even after the Plan is approved it is possible that it doesn't get implemented or not implemented as a whole. Mr. Blaney explained bumping rights.

Mr. Blaney indicated that he received financial information from the Township, reviewed employment statuses and spoke individually to several Committee Members and from that he has developed a Plan that he believes will meet the financial goal to have a balanced budget. Mr. Blaney indicated that the Plan was over-inclusive which means it is a worst case scenario which is what you have to do when you submit a Plan to Civil Service because it is easier to save jobs once the Plan is approved, but much more difficult to add positions after approval. He stated you would have to re-submit the Plan which will start the time clock all over again. He stated that generally plans take 30 days for approval from Civil Service once they are submitted, and that once the Plan is approved there should be another meeting were the Committee implements the layoff which will authorize the layoff notices which must be consistent with the Plan. Mr. Blaney indicated just because a position is mentioned here today, doesn't mean that person will lose their job and he explained why, bumping rights, etc.

Mr. Blaney indicated that he reviewed the different departments and he explained that a layoff can take different forms such as a reduction in salary, a demotion, a reduction in hours & salary, as well as a complete layoff. He stated that all actions will result in the employee being noticed and deciding what course of action they want to take, exercise bumping rights (if they have any), leaving, accepting the action, etc. Mr. Blaney explained about the special re-employment list for most of these titles.

Mr. Blaney shared his Plan which consisted of the following:

Emergency Management – reducing the Coordinator salary from \$8,500 to \$6,000; reducing the 1st Deputy salary from \$4,300 to \$4,000; eliminating the positions of the 2nd & 3rd Deputies.

Construction Office – reducing the Technical Assistant to the Construction Official (TACO) salary from \$30,676.50 to \$20,676.50 and reducing the salary of the Zoning Official from \$10,500 to \$5,500 (Note: same employee). Mr. Blaney indicated that with these positions he was reducing salaries rather than hours to avoid loss of full-time status which would result in loss of health benefits. Also out of the Construction Department is the Code Enforcement Officer which he recommended total elimination of the position which paid \$115.00 per day, not to exceed 2 days per week.

Public Works – eliminating 3 Laborer positions which are covered by the Collective Bargaining Unit in Public Works. Mr. Blaney indicated that Civil Service generally do layoffs by departments and the Township has laborers in two departments some in Public Works and one in Administrator assigned to Recreation and Civil Service may opt to do a Township wide layoff. The Plan also calls for the elimination of the Mechanic position and said employee being demoted to a Truck Driver position.

Museum – eliminate the Museum Attendant position.

Administration – Keyboard Clerk #1 (Clerk's Office) reduction in salary from \$16.47 per hour to \$12.00 per hour; Keyboard Clerk #2 (Assessor's Office) reduction in salary from \$32,000 to \$22,000. Mr. Blaney again explained doing a reduction rather than loss of hours saves the employees health benefits.

Mr. Blaney commented on eliminating extra stipends that are not part of Civil Service and indicated that they can be eliminated without being included in the Layoff Plan.

Mr. Blaney indicated that the Committee may want to include additional employees to be safe, however, he has been in contact with the Municipal Auditor and believes that this Plan will get the Township where it needs to be.

Mr. Blaney asked the Committee for their approval to send the Plan to the Civil Service Commission with the understanding that it does not take effect without approval from Civil Service and additional approval from the Committee.

Committeeman Germanio made a motion that Township Labor Counsel, Bill Blaney, be authorized to forward the Layoff Plan to the Civil Service Commission, Mayor Glembocki seconded with 4 ayes and 1 nay (DiCicco) the motion carried.

The Committee indicated that they had no Committee comments at this time.

Motion was made by Murphy, seconded by Germanio, that the meeting be adjourned.

ATTEST _____ ATTEST _____
Jacqueline B. Justice, RMC/Clerk Eugene L. Glembocki, Mayor