

Mr. Nolan offered the following Resolution and moved on its adoption:

**Borough of Highlands
County of Monmouth**

R-10-192

Resolution approving notification to and discussions with Bargaining unit representatives concerning a reduction in force due to an elimination of Borough provided services.

Whereas, the Highlands Borough Council has determined that the Borough will no longer service Borough vehicles through its own mechanic; and

Whereas, the Borough plans to solicit proposals from private contractors to provide vehicle maintenance and repairs for all Borough vehicles; and

Whereas, as a result of the elimination of vehicle maintenance as a service provided by the Borough through its own employees the workload of the Borough's Department of Public Works ("DPW") section, currently made up of 9 full time and two (2) part-time employees, will be reduced, thus warranting the elimination of one (1) full-time position; and

Whereas, prior to effectuating any layoffs caused by the elimination of this one (1) full-time position the Borough seeks to discuss the matter with the appropriate bargaining unit to determine how such elimination can be effectuated with minimum impact;

Now Therefore Be It Resolved that the Highlands Borough Council directs Borough Administrator to notify the CWA Local 1032 concerning the proposed elimination of the one (1) full time position in the DPW and to meet with union representatives to discuss the elimination of the one position and how best to effectuate the reduction in force with the least amount of impact on current employees.

Seconded by Mr. Francy and adopted on the following roll call vote:

ROLL CALL:

AYES: Mr. Nolan, Mr. O'Neil, Mr. Francy

NAYES: None

ABSENT: Ms. Kane, Mayor Little

ABSTAIN: None

DATE: September 15, 2010

Carolyn Cummins, Borough Clerk

I hereby certify this to be a true copy of Resolution R-10-192 adopted by the Governing Body of the Borough of Highlands on September 15, 2010.

Borough Clerk/Deputy Clerk