

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

**Borough of Highlands**

**County of Monmouth**

**R-10-191**

**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 provide residential garbage and recycling pickup as a service through Borough employees; and

**Whereas**, the Borough plans to solicit bids from private contractors to provide residential garbage and recycling services; and

**Whereas**, as a result of the elimination of residential garbage and recycling pickup as a service provided by the Borough through its employees the workload of the Borough's Department of Public Works ("DPW") section, currently made up of nine (9) full time and two (2) part-time employees, will be reduced, thus warranting the elimination of four (4) full-time positions; and

**Whereas**, prior to effectuating any layoffs caused by the elimination of these four (4) full-time positions 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 four (4) full time positions in the DPW and to meet with union representatives to discuss the elimination of the four positions and how best to effectuate the reduction in force with the least amount of impact on current employees.

Seconded by Mr. O'Neil 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-10-191 adopted by the Governing Body of the Borough of Highlands on September 15, 2010.

---

**Borough Clerk/Deputy Clerk**