

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

**Borough of Highlands  
County of Monmouth**

**R-10-193**

**Resolution approving notification to and discussions with Bargaining unit representatives concerning a reduction in force for reasons of economy.**

**Whereas**, for the current fiscal year (2011) the Borough is faced with a significant decrease in State Aid; as well as a significant decrease in its surplus; and

**Whereas**, the Borough has experienced significant increases in Pension contributions to both PFRS and PERS as well as an increase in its Health insurance premiums of twenty percent (20%); and

**Whereas**, the Borough is obligated to prepare a budget that is in compliance with the statutory tax levy cap; and

**Whereas**, next year the Borough will be faced with a significantly lower statutory tax levy cap; and

**Whereas**, given Borough's difficulty in generating revenue and declining surplus, it will be very difficult for the Borough to continue to provide services while operating within its statutory limitations and not overburdening its residents with tax increases; and

**Whereas**, in order to address the current fiscal crisis and be in a position to meet the change in tax levy cap in the next fiscal year without overburdening its residents with tax increases, the Borough must make changes to its operations that will result in the reduction in personnel needed; and

**Whereas**, the specific reductions needed to meet the Borough's fiscal and budgetary demands are the elimination of three (3) police officer positions and the reduction of three (3) full-time clerical positions to part-time .

**Now Therefore** Be It Resolved that the Highlands Borough Council directs the Borough Administrator to notify the CWA Local 1032 concerning the reduction of three (3) full time clerical positions to part-time and to meet with union representatives to discuss the reduction of the three (3) positions, possible ways to avoid the reductions and/or how best to effectuate the reduction in force with the least amount of impact on current employees; and be it further

**Resolved** that the Highlands Borough Council directs the Borough Administrator to notify the PBA Local 48 concerning the proposed reduction of three (3) full time police officer positions and to meet with union representatives to discuss the elimination of the three police

officer positions, possible ways to avoid the reductions and/or 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

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**Carolyn Cummins, Borough Clerk**

I hereby certify this to be a true copy of the Resolution R-10-193 adopted by the Mayor and Council of the Borough of Highlands on September 15, 2010.

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**BOROUGH CLERK/DEPUTY CLERK**