



## CITY OF ATLANTIC CITY

OFFICE OF THE BUSINESS ADMINISTRATOR  
CITY HALL - ROOM 703  
1301 BACHARACH BOULEVARD  
ATLANTIC CITY, N.J. 08401  
TELEPHONE (609) 347-5245  
TELECOPIER (609) 347-5249

**MICHAEL A. SCOTT**  
Business Administrator

Robert M. Czech, Chair/Chief Executive Officer  
New Jersey Civil Service Commission  
44 S. Clinton Avenue  
Post Office Box 310  
Trenton, New Jersey 08625

Re: City of Atlantic City  
Proposed Layoffs

July 7, 2010

Dear Mr. Czech:

The Mayor of the City of Atlantic City (hereinafter referred to as "City" and/or "Administration"), requests pursuant to N.J.A.C. 4A:8-1.4 to request permission to lay off permanent employees within the Tax Assessor's Division of the Department of Administration; the Police Division and Fire Division of the Department of Public Safety; the City Engineer Division of the Department of Public Works; the Office of the Director Division, the Social Services Division - Senior Citizens Section, Recreation and Cultural Affairs Division - Recreation/Youth Services Section and Garden Pier Section of the Department of Health and Human Services; the Director's Office Division, Inspection Division - Code Enforcement Section, and the Construction Division of the Department of Licensing and Inspections, for economy and efficiency reasons based upon the following:

1. The City continues to experience a budget deficient of 11 million dollars; however, it has applied for and hopes to receive a waiver of 9 ½ million dollars over the cap. If not granted, the number of positions to be eliminated will be approximately 750 as opposed to the 93 positions requested, and;

TDD Numbers: City Service 609-347-5270 ~ Police - Fire Emergency 609-340-8373

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2. The City will save approximately one and one-half million dollars (\$1,500,000.00) in salary and benefit costs.

Pursuant to N.J.A.C., 4A:8-1.3, the City of Atlantic City has and will to the extent practical lessen the impact of the layoff by implementing the following:

1. Initiating a hiring freeze within the City;
2. Implementing ten (10) mandatory furlough days;
3. Assisting, to the extent possible, affected employees with securing employment with other entities; and
4. Requesting the New Jersey Civil Service Commission to assist with information regarding intergovernmental transfers and job opportunities.

In addition thereto, the Administration shall consider separating non-permanent employees and returning provisional employees within the affected layoff unit to their permanent job titles, and demotions of upper police division staff, if appropriate.

In December, 2009 the Administration met with David Davidson, President of the PBA and the officials of the other police unions to discuss alternatives to the proposed layoffs in the police department. On March 1, 2010, the Administration met with Deborah Enderlin, Co-President of the United Workers Union Local 910 (Supervisors), and David Tucker, National President of the Government Workers Union, to inform the collective bargaining agent of the proposed layoffs within their bargaining unit. On March 9, 2010, the Administration met with representatives of all City unions to discuss the proposed layoffs. Thereafter, on May 11, 2010 and May 18, 2010, the Administration met with Robert O'Brien, Esquire, attorney for the union coalition to discuss additional alternatives. The list of attendees and the addresses of the unions are as follows:

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1. Deborah Enderlin, Co-President  
United Workers Union Local 910 (Supervisors)  
c/o Solicitor's Office, 4<sup>th</sup> Floor  
1301 Bacharach Boulevard  
Atlantic City, New Jersey 08401
2. David Tucker, National President  
Government Workers Union  
18 South Second Street  
Post Office Box 664  
Hammonton, New Jersey 08037
3. George Mott  
I.A.F.F., Local No. 198  
Post Office Box 1909  
Atlantic City, New Jersey 08404
4. Roy Foster, President  
IBEW Local No. 351  
Post Office Box 1118  
Hammonton, New Jersey 08037
5. Eric Dooley, Deputy Chief  
c/o AC Police Department  
2715 Atlantic Avenue  
Atlantic City, New Jersey 08401
6. Jenny Darnell, President  
A.C. White Collar Professional Association  
Post Office Box 7877  
Atlantic City, New Jersey 08404
7. Eric Grace  
AFSCME Local 2303-C Beach Patrol  
1541 Mays Landing Road  
Egg Harbor Township, New Jersey 08234

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8. John Ammerman  
AFSCME Local 2303-C Beach Patrol  
46 N. Montgomery Avenue  
Atlantic City, New Jersey 08401
9. Wilbur Banks, Co-President  
United Workers Union Local 910 (Supervisors)  
c/o Health & Human Services Office, 5<sup>th</sup> Floor  
1301 Bacharach Boulevard  
Atlantic City, New Jersey 08401
10. Eric Clark, President  
AFSCME Local 2303  
Post Office Box 7684  
Atlantic City, New Jersey 08404
11. Ed Davis  
AFSCME Local 2303  
Post Office Box 7684  
Atlantic City, New Jersey 08404
12. Frank Brennan  
Superior Officers Association  
c/o AC Police Department  
2715 Atlantic Avenue  
Atlantic City, New Jersey 08401
13. Michael Dunford  
Superior Officers Association  
c/o AC Police Department  
2715 Atlantic Avenue  
Atlantic City, New Jersey 08401
14. Bridget Pierce  
Police Benevolent Association, Local No. 24  
520 N. Annapolis Avenue  
Atlantic City, New Jersey 08401

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15. David Davidson, President  
Police Benevolent Association, Local No. 24  
520 N. Annapolis Avenue  
Atlantic City, New Jersey 08401
16. Henry White. Jr., Deputy Chief  
c/o AC Police Department  
2715 Atlantic Avenue  
Atlantic City, New Jersey 08401
17. Ernest Jubilee, Deputy Chief  
c/o AC Police Department  
2715 Atlantic Avenue  
Atlantic City, New Jersey 08401
18. Bob Myers  
Superior Officers Association  
c/o AC Police Department  
2715 Atlantic Avenue  
Atlantic City, New Jersey 08401

Alternatives to the layoffs and demotions that were discussed, including the impact of employees who have recently retired on the need for layoffs, voluntary furloughs, wages roll-backs, and other "efficiencies" in order to eliminate or at least lessen the need for layoffs. However, no viable alternatives have been identified although all parties continue to discuss possible options.

The anticipated date of layoff is September 30, 2010. The number of positions to be vacated and the departments affected are:

<u>Title Affected</u>	<u>Department</u>	<u>No. of Positions</u>
Clerk	Administration	1
Assessing Clerk	Administration	1
Police Officer	Public Safety	40

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Fire Fighter	Public Safety	30
Sr Engineering Aide	Public Works	1
Prn Ofc App Oprtr	Public Works	1
Sec Asst Trnscbg	Public Works	1
Omnibus Oprtr	Health & Human Services	1
Museum Attendant	Health & Human Services	1
Rec Attendant	Health & Human Services	6
Rec Ctr Director	Health & Human Services	1
Sr Clerk	Licensing & Inspections	1
Prn Acct Clerk	Licensing & Inspections	1
Code Enf. Trainee	Licensing & Inspections	1
Fld Rep Prop Imp	Licensing & Inspections	1
Fld Rep Prop Imp Bi Sp/Eng	Licensing & Inspections	1
Blg Inspector	Licensing & Inspections	1
Electrical Inspector	Licensing & Inspections	1
Fire Prtn Inspector	Licensing & Inspections	1
Plmbng Inspector	Licensing & Inspections	1

Enclosed herewith is a sample of the proposed general and individual layoff notice as required pursuant to N.J.A.C. 4A:8-1.4.

If you have any questions and/or concerns, please contact Karen Upshaw, Personnel Director, (609) 347-5358 or 1301 Bacharach Boulevard, Room 416, Atlantic City, NJ 08401.

Very truly yours,



Michael A. Scott  
Business Administrator

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c: Hon. Lorenzo T. Langford, Mayor  
Karen Upshaw, Personnel Director  
Nora Koch, Assistant Director of State and  
Local Operations  
Cynthia Cotton, Human Resource Consultant  
Deborah Enderlin, Co-President, Supervisors' Local 910  
David Tucker, National President, GWU  
Wilbur Banks, Co-President, Supervisors' Local 910  
George Mott, I.A.F.F Local No. 198  
Roy Foster, President, IBEW Local No. 351  
Eric Clark, President, AFSCME Local 2303  
Eric Grace, AFSCME Local 2303-C Beach Patrol  
Jenny Darnell, President, A.C.W.C.P.A.  
David Davidson, President, P.B.A. Local No. 24  
Michael Dunford, Superior Officers Association  
Frank Brennan, Superior Officers Association  
Bob Myers, Superior Officers Association  
Ernest Jubilee, Deputy Chief  
Henry White. Jr., Deputy Chief