SALEM COUNTY IMPROVEMENT AUTHORITY

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Resolution # 2014-57

RESOLUTION

June 12, 2014

Of The Salem County Improvement Authority
In The County Of Salem, State Of New Jersey

RESOLUTION AUTHORIZING LAYOFF OF SALEM COUNTY IMPROVEMENT AUTHORITY EMPLOYEE(S)

WHEREAS, the Salem County Improvement Authority ("SCIA") is currently restructuring the Economic Development Division at the request of the Salem County Board of Chosen Freeholders; and

WHEREAS, in order to reduce expenses incurred by SCIA in the Economic Development Division and avoid duplication of effort; the SCIA must layoff, terminate or furlough certain SCIA employee(s).

NOW THEREFORE BE IT HEREBY RESOLVED by the Salem County Improvement Authority as follows:

1. The SCIA Executive Director, in consultation with the SCIA Executive Committee shall prepare a list containing the name(s) of SCIA employee(s) to be laid off or terminated (hereinafter referred to as the "List"); and

2. Upon approval by the SCIA Executive Committee, the SCIA employees whose name(s) appear on the List shall be laid off effective July 1, 2014.

3. The SCIA shall provide payment for accrued, but unused vacation leave to affected employee(s) in accordance with Vacation Leave Policy 3.06 (dated May 2011) which provides for said employee(s) to be paid up to one half of their accumulated vacation days with a maximum payment of $15,000 at termination of employment.

4. The SCIA shall not provide payment for accrued, but unused sick leave. This is in accordance with the Sick Leave Policy (effective June 1, 2014) which provides Employee(s) whose employment is involuntary severed will not be paid for accumulated unused sick leave unless approved by the SCIA Board.

5. The SCIA shall not provide a severance payment to affected employee(s) and benefits will terminate on July 1, 2014.

6. The SCIA shall be under no obligation to recall or re-employ any laid off or terminated employees at any point in the future.
ATTEST:

Lew Schneider, Secretary

Robert E. Widdifield, Chairman

June 12, 2014

Date

CERTIFICATION

I hereby certify the above to be a true copy of a resolution adopted by the Salem County Improvement Authority Board at their regular meeting held June 12, 2014.

Lew Schneider, Secretary
Salem County Improvement Authority Lay Off List effective July 1, 2014

1. James Smith, Division Manager Economic Development