

February 3, 2016

A special meeting of the Camden County Board of Social Services was held on Wednesday, February 3, 2016 at 12:00 p.m. in the office of the Board at 600 Market Street, Camden, New Jersey, with James H. Rhodes, Chair, presiding (via teleconference). The following members were present:

Susan Michielli, Vice Chair; Dr. Leonard Krivy, PhD., Secretary/Treasurer; Gwen DeVera; Ginny Betteridge

Also present were: Shawn Sheekey, Director; Christine Hentisz, Deputy Director; Martin F. McKernan Jr., Esquire, Board Counsel; Sharon Faber, Esquire; MaryEllen Sittner, Personnel Officer; Sharon Hall, Sr. Management Assistant

Public Attendance: There was none.

At 12:00 P.M., a quorum being present, Mr. Rhodes called the meeting to order and announced that in compliance with the Open Public Meetings Act, the Courier Post Newspaper and the Philadelphia Inquirer were notified of the Board Meeting; notice of the agenda was posted in a prominent place at 600 Market Street and the County Clerk was notified.

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Mr. Rhodes requested a motion to open the meeting for public participation. Ms. Betteridge moved to open the Public Participation portion of the Open Session, seconded by Ms. DeVera.

Mr. Rhodes asked if there were any members of the public wishing to address the Board. There being no one, Mr. Rhodes requested a motion to close the Public Participation portion of the Open Session. Ms. Betteridge moved to close the Public Portion of the Open Session of the meeting. Ms. Michielli seconded the motion and there being no discussion on the motion, a vote was taken and the motion was unanimously adopted.

The Open Session of the meeting continued.

Mr. Rhodes turned the meeting over to Mr. McKernan.

**Resolution 105-2016 - Ratification of Collective
Bargaining Agreement Martin F. McKernan, Esquire**

Mr. McKernan addressed the Board concerning the particulars of the Collective Bargaining Agreement (CBA) between the Camden County Board of Social Services and the Communications Workers of America (CWA), Local 1084.

Mr. McKernan informed the Board that the membership of CWA voted on ratification of the Collective Bargaining Agreement on Tuesday, February 2, 2016 with an outcome of 285 yeas and 12 nays. Mr. McKernan stated that most of the changes to the contract language were of a housekeeping nature, such as changing dates, changing titles, etc. Mr. McKernan then reviewed the changes to the various articles in the contract with the members of the Board. The financial terms of the CWA contract are:

- Five year contract from January 1, 2014 through December 31, 2018 with the following salary raises: 2014 - zero percent; 2015 - 2%; 2016 – 2%; 2017 – 2% and 2018 – 2.25%
- Each employee, who is an employee as of the date of the Agreement ratification, shall receive a one-time gross payment, which is not added to base salary, in the amount of \$1,500.00 which shall be subject to applicable withholding requirements.

Mr. McKernan thanked the Board members and turned the meeting over to the Chairman.

Mr. Rhodes extended his thanks and appreciation to Mr. McKernan and the various key individuals who were involved with the contract negotiation process for their hard work and patience. He also wished to thank and commend Mr. George Jackson and his

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leadership as this has been a long process which has resulted in an agreement he feels has brought parity with the County, Council 10, and CWA that is fair to the employees. Mr. Rhodes stated that he is very grateful for the work of the agency's employees who have a difficult job dealing with those in need. The agency has been going through much, much change and is moving in a great direction, with a new facility in the horizon, and he hopes that the ratification of this contract brings some closure to some of the anxiety and discontent some people have been experiencing over not having a signed contract. Mr. Rhodes stated that given the magnitude of the approval by the CWA membership, he believes that will happen.

Mr. Rhodes also extended his thanks and appreciation to his fellow Board members for their patience and understanding and for their comments and feedback concerning the process. He stated none of this could be done without them.

Mr. McKernan stated that he wished to thank Mr. Rhodes publicly for his work on getting this contract through.

Mr. Rhodes requested a motion to accept Resolution 105-2016 approving ratification of the Collective Bargaining Agreement with the Communication Workers of America, Local 1084 (CWA).

Ms. Michielli moved to approve. Ms. Betteridge seconded the motion, and there being no discussion on the motion, a vote was taken and the motion was unanimously adopted.

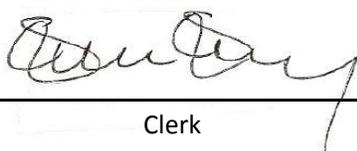
OLD BUSINESS PUBLIC SESSION

There was none.

NEW BUSINESS PUBLIC SESSION

There was none.

ADJOURNMENT...There being no further business, Mr. Rhodes requested a motion to adjourn the meeting. Ms. Betteridge moved approval to adjourn the meeting. Seconded by Ms. DeVera and carried.



Clerk