

From: Neary, Bridget
To: Adam Hubeny; Al Hilla; Alexis Cunningham; Alisa Goren; Amy Fread; Annie Eng; Annie Eng; Beth Miller; Bill Doolittle; Bill White; Bob Burlew; Bonnie Flynn; Brendan Kane; Brian Johnson; Neary, Bridget; Bryan Dempsey; BuzzBaldanza; Camille Graham; Channele LaCross; Charles F. Shirley Jr.; Charlie Rogers; Chief Guida; Chris Tucker; Christine Bell; Cortese, Marissa; Dan Rizza; Dana Webb; Dave parker; David Brown; David Marks; Schmetterer, David; Debbie Vascik; DeGroot, Kyle; Dennis Dayback; Dennis Pino; Dina Partusch; Don Bain; Don Clare; Don Clare; Dr. Thomas Herrington; Ed Striedl; Perez, Elizabeth; Frank Diroma; Garrett Byma; George Bachar; Greg Westfall; Greg Westfall; Englehart, Inkyung; Jack Heide; James Mawby; James Phillips (jphillips@ahnj.com); Jason Miller; Jeanne Smith; Jim Watt; Denton, JoAnn; Barris, Joe; Joe Kachinsky; Joe Verruni - Sea Bright (jverruni@seabrightnj.org); Ciufo, John; John Johnson; John Quinn; John Ryan; JT White; Judy Wilson; June Madden; Karen Diberardino; Kelly Pficke; Kelly Van Baalen; Ken Marr; Kenya Lovill; Kevin Keddy; Kim Jungfer.; Kirby, Laura; Lauren Skowronski; Lisa Auermuller; Lori Kaner; Louis Rico; Louise Mekosh; Manasquan OEM; Margaret Murnane Brooks; Marianne Luhrs; Mark Villinger; Mary Tangolics; Mary-Carson Stiff; Matt Sharin; Leavey, Meghan; Michael Oppegaard; Michele Alonso; Michele Whille; Michelle Ketcham; Mike Bascom; Mike Harriott (ubemc11@optimum.net); Mike Muscillo; MTangolics; Neil Byrne; Nick Poruchynsky; Nick Tufaro; Paul E. Dietrich; Rebecca Jones; Rich Connors; Rick Derechailo; Robert Howard; Roberta Berdel; Ruff, Quinn; Sabine O'Connor; Stan Dziuba (sdziuba@longbranch.org); Steve Carasia (administrator@dealborough.com); Steve Fahnholz; Sue Moore; Susanna Pho; Tara Paxton; Thomas Herits; Tim Davis; Tom Flynn; Fobes, Tom; Tom Frank; Tom Horner; Tom Little; Tom Quirk; Tom Rogers; trevor taylor; Tyler; Vanessa Dornisch; Thompson, Victoria; Furmanec, Victor; Viginia Michelin; Vincent Etzel; Vito Gadaleta; Zack Royle
Subject: FW: [EXTERNAL]CRS Webinar + CEC Opportunity
Date: Monday, March 8, 2021 11:37:55 AM

Good Morning Monmouth CRS User Group,

Please see below for a CFM CEC opportunity from Forerunner.

Have a nice week,

Bridget

From: Susanna Pho <susanna@withforerunner.com>
Sent: Wednesday, March 3, 2021 2:07 PM
To: Neary, Bridget <Bridget.Neary@co.monmouth.nj.us>; Villinger, Mark <MVillinger@co.ocean.nj.us>; Michelin, Virginia <vmichelin@co.morris.nj.us>
Subject: [EXTERNAL]CRS Webinar + CEC Opportunity

Hi Bridget, Mark, and Virginia!

Sending over another CEC opportunity webinar, this time specifically on the topic of CRS. We'll be chatting with Jefferson Parish, LA about how they run their CRS program on April 1st, 2021 at 1pm ET. Thought your communities might be interested!

[Here is a link to register](#) and a description of the event:

CRS Class 5 with Jefferson Parish, LA: Best Practices & Lessons Learned

Participation in the Community Rating System (CRS) is an increasingly popular option for communities facing high flood insurance costs. While the program offers significant financial and resilience benefits, it can also be daunting to manage. Making sure activities are done, keeping track of documentation, and compiling everything for annual review can be a big challenge – especially for resource-constrained municipalities.

Whether you're just starting to evaluate the utility of CRS or you're a seasoned veteran looking for opportunities to expand, it can be fruitful to leverage the wisdom of communities who are excelling in the program.

In this webinar, Maggie Talley and Michelle Gonzales from Jefferson Parish, Louisiana detail how they manage a successful Class 5 CRS program that saves residents over \$12 million in insurance premiums annually. They will share best practices and lessons learned over almost thirty years of program participation, with a focus on transferrable knowledge. They'll also discuss how Jefferson Parish's CRS program is shifting in response to the manual's 2021 addendum and into the future.

This webinar offers 1 Continuing Education Credit (CEC) through the Association of State Floodplain Managers (ASFPM).

Thank you!

Susanna Pho, CFM

[Forerunner](#) | [Twitter](#)

O: (917) 397-2912

M: (714) 232-2112

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From: [Website Manager](#)
To: [Website Manager](#)
Subject: MCANJ Virtual Conference Program
Date: Friday, March 12, 2021 10:01:04 AM
Attachments: [MCANJ 2021 Conference Program.pdf](#)

MCANJ VIRTUAL EDUCATION CONFERENCE

March 16 – 18, 2021

“New Paths to Successful Leadership”

Thank you for registering for the MCANJ Virtual Conference.

Attached for your information is a Program which includes:

- The Conference Schedule
- Sponsors and Vendors to visit online
- Computer Tips for a successful conference
- A list of all attendees

As a reminder, if you have not already done so, **please sign up for each class you wish to attend prior to noon on Monday** to ensure you receive the webinar link.

From: lfo@bradleybeachn.go
To: im@onales
Subject: uic connect
Date: hursday, June 1 , 2021 :21: AM

Kim-

Wanted to connect before you went into "the quiet zone".

Could you give me a call- should be 5 minutes.

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: lfo bradleybeachn .go
To: in.gopal.200 gmail.com
Subject: Ne usiness Administrator
Date: Monday, June 21, 2021 :1 :0 PM

Vin-

Thanks again for the tip!

Kim is official!!!

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



1

11

114

[REDACTED]

From: lfo bradleybeachn .go
To: andra ice
c: im on ales
Subject: FW: radley each Strategic Planning Committee Meeting Monday 28 pm : 0pm at iase Center Please advise if you are unable to attend.
Date: Monday, June 28, 2021 1: : 1 PM
Attachments: 2020 2021 Strategic Planning Committee .doc

Sandy

First sorry for the late notice.

You may want to attend this meeting in David's absence.

I have another note from Paula she sent last evening. I'll forward it.

Thanks

Arry ox
Mayor radley each
08 50
xxxx@xxxxxxxxxxxxxxx.xxx

Original Message

From: Paula avin aulagavin10 @gmail.com
Sent: Saturday, June 19, 2021 10:00 PM
To: Arry ox xxx@xxxxxxxxxxxxxxx.xxx Al ubitosi
xxxxxxxx@xxxxxxxxxxxxxxx.xxx i ernande li meyerhernande @gmail.com
Michael Affuso maffuso@njban ers.com elly erardi
xxxxxxxxxxxx@xxxxx.xxx thomas coan xxxxxxxxxxx@xxxxx.xxx
james.shissias xxxxx.xxxxxxxx@xxxxxxx.xxx ric ric xxxxxxxxxxx@xxx.xxx
ona Par er ronab ar xx@xxxxx.xxx John ric Advento xxxxxxxx@xxxxx.xxx
Meredith e Marco xxxxxxxx.xxxxxxx@xxxxx.xxx Sandra ice
xxxxx@xxxxxxxxxxxxxxx.xxx hristine ell cbell@leonsava ian.com
Jennifer eahm jbeahm@leonsava ian.com
c: Paula avin aulagavin10 @gmail.com
Subject: radley each Strategic Planning Committee Meeting Monday 28
5 pm : 0 pm at iase Center Please advise if you are unable to attend.

Meetings to our special radley each Strategic Planning Committee.

I'll forward to O on 28 for our Strategic Planning Committee.

Please see our current Plan of Action and agenda for 28 meeting. Items for review are asterisked and responsible names are identified.

We will spend discussion and idea exchange time on the proposed Master Plan additions. Please give hristine ell any inputs before 28.

All the best and thanks for your service to our great town. Paula

From: [kim_gonzales](#)
To: [arry Fo](#)
Subject: F d: Mas Policy
Date: Tuesday, June 2 , 2021 12: 2: 0 PM
Attachments: [MA P C effective .21.doc](#)
[ra el quarantine Policy updated April2021.pdf](#)

ou can review and see if this is something you would be interested in....
im

Forwarded message
From: **Gonzales, Kimberly** [kimberly. on xxxx@xx.xxxxxxxx.xx.xx](#)
Date: Tue, Jun 2 , 2021, 12: 0 PM
Subject: Mas Policy
To:

Kimberly M. Gonzales

County Director of Finance
County of Monmouth
111 East Main Street, 11th floor
11th floor Finance
P.O. Box 125
Freehold, NJ 07812
201-201-1111 x 200 Phone
www.visitmonmouth.com

OOO A This message, including any prior messages and attachments, may contain advisory, consultative and or deliberative material, confidential information or privileged communications of the County of Monmouth. Access to this message by anyone other than the sender and the intended recipient is unauthorized. If you are not the intended recipient of this message, any disclosure, copying, distribution or action taken or not taken in reliance on it, without the expressed written consent of the County, is prohibited. If you have received this message in error, you should not save, scan, transmit,

rint, use or disseminate this message or any information contained in this message in any way and you should promptly delete or destroy this message and all copies of it. Please notify the sender by return e mail if you have received this message in error.

From: [Jim Conales](#)
To: [Larry Fox](#)
Subject: e: oom Admin meeting today
Date: Tuesday, June 2, 2021 1:02: PM

do not have a link below
im

On Tue, Jun 2, 2021, 1:01 PM [XXXX@XXXXXXXXXXXXXXXXX.XXX](#) wrote:

All

could like to hold this meeting. re sent oom link in that there were some issues last meeting.

when update should be brief but re July weekend let's ensure we are aligned.

set the oom for convenience and have an appointment right after the meeting.

thanks

Larry Fox

Mayor- Bradley Beach

908-693-4507

[XXXX@XXXXXXXXXXXXXXXXX.XXX](#)

From: [im on ales](#)
To: [arry Fo](#)
Subject: e: oom Admin meeting today
Date: uesday, June 2 , 2021 1:0 :22 PM

f you are recording it, would be ha y to view it afterwards.
Just for informational ur oses.

im

On ue, Jun 2 , 2021, 1:0 PM [xxxx@xxxxxxxxxxxxxxxxxxx](#)wrote:

o you want to attend was just fyi ing but you are welcome ll
send lin .

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxxx](#)

From: im on ales [imberlymary0 xx@xxxxx.xxx](#)
Sent: uesday, June 2 , 2021 1:0 PM
To: arry ox [xxxx@xxxxxxxxxxxxxxxxxxx](#)
Subject: e: oom Admin meeting today

do not have a lin below

im

On ue, Jun 2 , 2021, 1:01 PM [xxxx@xxxxxxxxxxxxxxxxxxx](#)wrote:

All

ould li e to hold this meeting. re sent oom lin in that there
were some issues last meeting.

hen u date should be brief but re July wee end let s ensure we are aligned.

set the oom for convenience and have an a ointment right after the meeting.

han s

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: lfo@bradleybeachn.go
To: Paula a in
c: im@onales
Subject: : Meeting on Main Street and Small Business Support A Proposal
Date: Tuesday, June 2, 2021 1:04 PM

Paula

im will be in next Friday AM do you have 1 2 hour to discuss this then

arry ox
Mayor Bradley Beach
08 50
xxxx@xxxxxxxxxxxxxxxxxxx

Original Message

From: Paula a in aulagavin10@gmail.com
Sent: Tuesday, June 2, 2021 : AM
To: arry ox xxxx@xxxxxxxxxxxxxxxxxxx
Cc: Paula a in aulagavin10@gmail.com
Subject: Meeting on Main Street and Small Business Support A Proposal

Given the many activities as well as issues & opportunities on Main Street and Small Businesses, suggest you convene a short term action planning session to decide on the actions we can take and assignments from July December to demonstrate a real improvement. Let me know what you think.

Attendees

Al Lubitosi Council
Amy Hall Communications
Mike DeNofre
Craig P
Jerry Reda Engineer
Paula Alliance

am available on Thursday 1 morning, Friday 2 11am, Tuesday .

will compile list of items as part of my Strategic Planning role. Forum follow ups, Small Business Support Plan, etc .

All the best. Paula

From: lfox@bradleybeachnj.gov
To: "Kim Gonzales"
Subject: FW: Bradley Beach Strategic Planning Committee-5/3 Minutes and Plan of Action. Next Meeting Monday, June 28 at 5pm - 6:30pm (Biase Center)
Date: Tuesday, June 29, 2021 1:09:31 PM
Attachments: [DRAFT Borough of Bradley Beach economic plan element.docx](#)
[DRAFT Green Building and Sustainability Plan Element 2021.docx](#)
[DRAFT Bradley Beach design standards.docx](#)

I get through this and collect my thoughts- I think we have opportunities!!

Larry Fox
Mayor- Bradley Beach
908-693-4507
lfox@bradleybeachnj.gov

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Paula a in
To: lfo bradleybeachn.go
c: im on ales
Subject: e: Meeting on Main Street and Small Business Support A Proposal
Date: Tuesday, June 2 , 2021 1:2 : PM

congratulations and best wishes to you! eager to work with you and support you.
which Friday 2 or can do either but it would need to be late morning due to house guests.
let me know.
All the best. Thanks. Paula

On Jun 2 , 2021, at 1:0 PM, xxxx@xxxxxxxxxxxxxxxxxxx wrote:

Paula
I will be in next Friday AM do you have 1 2 hour to discuss this then

array ox
Mayor Bradley Beach
08 50
xxxx@xxxxxxxxxxxxxxxxxxx

Original Message

From: Paula a in aulagavin10@gmail.com
Sent: Tuesday, June 2 , 2021 : AM
To: array ox xxxx@xxxxxxxxxxxxxxxxxxx
Cc: Paula a in aulagavin10@gmail.com
Subject: Meeting on Main Street and Small Business Support A Proposal

Given the many activities as well as issues and opportunities on Main Street and Small Businesses, suggest you convene a short term action planning session to decide on the actions we can take and assignments from July December to demonstrate a real improvement. Let me know what you think.

Attendees

Al Ubillos Council
Amy Hall Communications
Mike DeNofencement
Diagio P
Jerry Reda Engineer
Paula Alliance

I am available on Thursday 1 morning, Friday 2 11am, Tuesday .

I will compile list of items as part of my Strategic Planning role. Forum follow ups, Small Business Support Plan, etc .

All the best. Paula

From: [Jim Conales](#)
To: [Paula Avin](#)
Cc: [Harry Fox](#)
Subject: e: Meeting on Main Street and Small Business Support A Proposal
Date: Tuesday, June 2, 2021 1:14 PM

ello Paula.
loo forward to meeting and wor ing with you.
ext riday would wor well for me, . ould 11 a.m. wor for you

im

On Tue, Jun 2, 2021, 1:2 PM Paula Avin aulagavin10@gmail.com wrote:
ongratulations and best wishes Jim! ager to wor with you and su ort you.
hich riday 2 or can do either but it would need to be late morning due to
house guests.
et me now.
All the best. han s. Paula

On Jun 2, 2021, at 1:0 PM, [xxxx@xxxxxxxxxxxxxxxxxxxxx](#) wrote:

Paula
im will be in next riday AM do you have 1 2 hour to discuss this then

arry ox
Mayor radley each
08 50
[xxxx@xxxxxxxxxxxxxxxxxxxxx](#)

Original Message

rom: Paula Avin aulagavin10@gmail.com
Sent: Tuesday, June 2, 2021 : AM
o: arry ox [xxxx@xxxxxxxxxxxxxxxxxxxxx](#)
c: Paula Avin aulagavin10@gmail.com
Subject: Meeting on Main Street and Small Business Su ort A Pro osal

iven the many activities as well as issues o ortunities on Main Street
and Small usinesses, suggest you convene a short term action lanning
session to decide on the actions we can ta e and assignments from
July eember to demonstrate a real im rovement. et me now what you thin .

Attendees

Al ubitosi ouncil
Amy all ommunications
Mi e ode nforcement
iagio P
erry reda ngineer
Paula Alliance

am available on Thursday 1 morning, Friday 2 11am, Tuesday .

will compile list of items as part of my Strategic Planning role. Forum
follow us, Small business Support Plan, etc .

All the best. Paula

From: Paula [a in](#)
To: [im on ales](#)
Cc: [arry Fo](#)
Subject: e: Meeting on Main Street and Small Business Support A Proposal
Date: Tuesday, June 2, 2021 1: 4:2 PM

Same here!

11: 0am possible as I don't want to throw my guests out too early. If not I will do 11am.
All three of us at Borough Hall assume I will compile a package for you on Strategic Plan and this issue.
All the best. Thanks. Paula

On Jun 2, 2021, at 1: 1 PM, [im on ales imberlymary0 xx@xxxxxx.xxx](#) wrote:

ello Paula.
I'll forward to meeting and working with you.
Next Friday would work well for me, I could 11 a.m. work for you

im

On Tue, Jun 2, 2021, 1:2 PM Paula [avin aulagavin10 @gmail.com](#) wrote:

Congratulations and best wishes to you! I agree to work with you and support you.
Which Friday I can do either but it would need to be late morning due to house guests.
Let me know.
All the best. Thanks. Paula

On Jun 2, 2021, at 1:0 PM, [xxxx@xxxxxxxxxxxxxxxxxxxxx.xxx](#) wrote:

Paula
I will be in next Friday AM do you have 1 2 hour to discuss this then

arry ox
Mayor Bradley each
08 50
[xxxx@xxxxxxxxxxxxxxxxxxxxx.xxx](#)

Original Message

From: Paula [avin aulagavin10 @gmail.com](#)
Sent: Tuesday, June 2, 2021 : AM
To: arry ox [xxxx@xxxxxxxxxxxxxxxxxxxxx.xxx](#)
Cc: Paula [avin aulagavin10 @gmail.com](#)
Subject: Meeting on Main Street and Small Business Support A Proposal

iven the many activities as well as issues o ortunities on Main Street and Small usinesses, suggest you convene a short term action lanning session to decide on the actions we can take and assignments from July eember to demonstrate a real im rovement. et me now what you thin .

Attendees

Al ubitosi ouncil
Amy all ommunications
Mi e ode nforcement
iagio P
erry reda ngineer
Paula Alliance

am available on hursday 1 morning , riday 2 11am , uesday .

will com ile list of items as art of my Strategic Planning role. orum follow u s, Small usiness Su ort Plan, etc .

All the best. Paula

From: [im on ales](#)
To: [Paula a in](#)
Cc: [arry Fo](#)
Subject: e: Meeting on Main Street and Mall Business Support A Proposal
Date: Tuesday, June 2, 2021 1:22 PM

Paula,

If the Mayor is able to make 11:00, it will work. I will only be in the office that day until 12:00, so time will be limited.

If you would prepare an agenda for us to follow and send any information that I should be aware of, that would be just great!

Best regards,

Jim

On Tue, Jun 2, 2021, 1:22 PM Paula a in aulagavin10@gmail.com wrote:

Same here!

11:00am possible as I don't want to throw my guests out too early. I will do 11am.

All three of us at Borough Hall assume I will compile a package for you on Strategic Plan and this issue.

All the best. Thanks. Paula

On Jun 2, 2021, at 1:21 PM, im on ales
[imberlymary0xx@xxxxxx.xxx](#) wrote:

Hello Paula.

Looking forward to meeting and working with you.

Next Friday would work well for me, I could 11 a.m. work for you

Jim

On Tue, Jun 2, 2021, 1:22 PM Paula a in aulagavin10@gmail.com wrote:

Congratulations and best wishes Jim! Eager to work with you and support you.

Next Friday 2 or 3 can do either but it would need to be late morning due to house guests.

Let me know.

All the best. Thanks. Paula

On Jun 2, 2021, at 1:02 PM, [xxxx@xxxxxxxxxxxxxxxxxxx.xx](#) wrote:

Paula

Jim will be in next Friday AM do you have 1-2 hour to discuss this then

arry ox

Mayor radley each
08 50
xxxx@xxxxxxxxxxxxxxxxxxx

Original Message

From: Paula avin aulagavin10@gmail.com
Sent: Tuesday, June 2, 2021 : AM
To: Barry Ox xxxx@xxxxxxxxxxxxxxxxxxx
Cc: Paula avin aulagavin10@gmail.com
Subject: Meeting on Main Street and Small Business Support A Proposal

Given the many activities as well as issues and opportunities on Main Street and Small businesses, I suggest you convene a short term action planning session to decide on the actions we can take and assignments from July to December to demonstrate a real improvement. Let me know what you think.

Attendees

Alubitosi Council
Amy Hall Communications
Mike Odehnforcement
Diagio P
Jerry Reda Engineer
Paula Alliance

I am available on Thursday 1 morning, Friday 2 11am, Tuesday.

I will compile list of items as part of my Strategic Planning role. Forum follow ups, Small Business Support Plan, etc.

All the best. Paula

From: Paula Gavin
To: Kimberlly Mary O'Connell
Cc: Barry Fox
Subject: Re: Meeting on Main Street and Mall Business Support A Proposal
Date: Tuesday, June 2, 2021 1:44:4 PM

Thank you. Let me know final time. An hour will be plenty.
I will prepare an agenda and send information ahead of time.
All the best. Paula

On Jun 2, 2021, at 1:00 PM, Kimberlly Mary O'Connell <xx@xxxxx.xxx> wrote:

Paula,

If the Mayor is able to make 11:00, it will work. I will only be in the office that day until 12:00, so time will be limited.
If you would prepare an agenda for us to follow and send any information that should be aware of, that would be just great!
Best regards,
Kim

On Tue, Jun 2, 2021, 1:00 PM Paula Gavin <aulagavin10@gmail.com> wrote:

Same here!
11:00am possible as I don't want to throw my guests out too early. I will do 11am.
All three of us at Borough Hall assume I will compile a package for you on Strategic Plan and this issue.
All the best. Thank you. Paula

On Jun 2, 2021, at 1:01 PM, Kimberlly Mary O'Connell <xx@xxxxx.xxx> wrote:

Hello Paula.
I look forward to meeting and working with you.
Next Friday would work well for me, I could 11 a.m. work for you
Kim

On Tue, Jun 2, 2021, 1:02 PM Paula Gavin <aulagavin10@gmail.com> wrote:
Congratulations and best wishes to you! I am eager to work with you

and support you.

Friday 2 or can do either but it would need to be late morning due to house guests.

Let me know.

All the best. Thanks. Paula

On Jun 2, 2021, at 1:00 PM, xxxx@xxxxxxxxxxxxxxxxxx wrote:

Paula

I will be in next Friday AM. Do you have 1-2 hours to discuss this then?

Arry Ox

Mayor Bradley each

08 50

xxxx@xxxxxxxxxxxxxxxxxx

Original Message

From: Paula Avin aulagavin10@gmail.com

Sent: Tuesday, June 2, 2021 : AM

To: Arry Ox xxxx@xxxxxxxxxxxxxxxxxx

Cc: Paula Avin aulagavin10@gmail.com

Subject: Meeting on Main Street and Small Business Support
A Proposal

Given the many activities as well as issues and opportunities on Main Street

and Small Businesses, suggest you convene a short term action planning

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July to December to demonstrate a real improvement. Let me know what you think.

Attendees

Alubitosi Council

Amy Hall Communications

Mie Code Enforcement

Diagio P

erry Reda Engineer

Paula Alliance

I am available on Thursday 1 morning, Friday 2 11am, Tuesday.

I will compile list of items as part of my Strategic Planning role. Forum

follow-ups, Small Business Support Plan, etc.

All the best. Paula

From: [im on ales](#)
To: [arry Fo](#)
Subject: e: oom Admin meeting today
Date: uesday, June 2 , 2021 2:1 :21 PM

ol... its o . e can touch base tomorrow.
aaa..

On ue, Jun 2 , 2021, 2:1 PM [xxxx@xxxxxxxxxxxxxxxxxxx](#) wrote:

Poo

didn t. ill do in the future.

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxxx](#)

From: im on ales [imberlymary0_xx@xxxxx.xxx](#)
Sent: uesday, June 2 , 2021 1:05 PM
To: arry ox [xxxx@xxxxxxxxxxxxxxxxxxx](#)
Subject: e: oom Admin meeting today

f you are recording it, would be ha y to view it afterwards.

Just for informational ur oses.

im

On ue, Jun 2 , 2021, 1:0 PM [xxxx@xxxxxxxxxxxxxxxxxxx](#) wrote:

o you want to attend was just fyi ing but you are welcome ll
send lin .

Larry Fox

Mayor- Bradley Beach

908-693-4507

XXXX@XXXXXXXXXXXXXXXXXX.XXX

From: im on ales imberlymary0_xx@xxxxx.xxx

Sent: uesday, June 2 , 2021 1:0 PM

To: arry ox XXXX@XXXXXXXXXXXXXXXXXX.XXX

Subject: e: oom Admin meeting today

do not have a lin below

im

On ue, Jun 2 , 2021, 1:01 PM XXXX@XXXXXXXXXXXXXXXXXX.XXwrote:

All

ould li e to hold this meeting. re sent oom lin in that there were some issues last meeting.

hen u date should be brief but re July wee end let s ensure we are aligned.

set the oom for convenience and have an a ointment right after the meeting.

han s

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: lfo@bradleybeachnj.gov
To: imgonales@bradleybeachnj.gov, Paula Gavin
Subject: : Meeting on Main Street and Small Business Support - A Proposal
Date: Tuesday, June 29, 2021 2:22 PM

That works

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: Kim Gonzales <kimberlymary07701@gmail.com>
Sent: Tuesday, June 29, 2021 1:37 PM
To: Paula Gavin <paulagavin106@gmail.com>
Cc: Larry Fox <lfo@bradleybeachnj.gov>
Subject: Re: Meeting on Main Street and Small Business Support - A Proposal

Paula,

If the Mayor is able to make 11:30, it will work. I will only be in the office that day until 12:30, so time will be limited.

If you would prepare an agenda for us to follow and send any information that I should be aware of, that would be just great!

Best regards,

Kim

On Tue, Jun 29, 2021, 1:34 PM Paula Gavin <paulagavin106@gmail.com> wrote:

Same here!

Is 11:30am possible as I don't want to throw my guests out too early. If not I will do 11am.

All three of us at Borough Hall I assume. I will compile a package for you on Strategic Plan and this issue.

All the best. Thanks. Paula

On Jun 29, 2021, at 1:31 PM, Kim Gonzales <kimberlymary07701@gmail.com> wrote:

Hello Paula.

I look forward to meeting and working with you.

Next Friday would work well for me, 7/9. Would 11 a.m. work for you?

Kim

On Tue, Jun 29, 2021, 1:29 PM Paula Gavin <paulagavin106@gmail.com> wrote:

Congratulations and best wishes Kim! Eager to work with you and support you.
Which Friday? 7/2 or 7/9? I can do either but it would need to be late morning
due to house guests.

Let me know.

All the best. Thanks. Paula

> On Jun 29, 2021, at 1:06 PM, lfox@bradleybeachnj.gov wrote:

>

> Paula-

> Kim will be in next Friday AM- do you have 1/2 hour to discuss this then?

> THX

>

> Larry Fox

> Mayor- Bradley Beach

> 908-693-4507

> lfox@bradleybeachnj.gov

>

> -----Original Message-----

> From: Paula Gavin <paulagavin106@gmail.com>

> Sent: Tuesday, June 29, 2021 6:34 AM

> To: Larry Fox <lfox@bradleybeachnj.gov>

> Cc: Paula Gavin <paulagavin106@gmail.com>

> Subject: Meeting on Main Street and Small Business Support - A Proposal

>

> Given the many activities as well as issues / opportunities on Main Street
> and Small Businesses, I suggest you convene a short term action planning
> session to decide on the actions we can take (and assignments) from
> July-December to demonstrate a real improvement. Let me know what you
think.

>

>

> Attendees

> Al Gubitosi - Council

> Amy Hall- Communications

> Mike - Code Enforcement

> Biagio- DPW

> Gerry Freda- Engineer

> Paula - Alliance

>

> I am available on Thursday 7/1-morning , Friday 7/2 -11am , Tuesday 7/6 .

>

> I will compile list of items as part of my Strategic Planning role. (Forum

> follow ups, Small Business Support Plan, etc).

>

> All the best. Paula

>

>

From: [Jim Gonzales](#)
To: [Harry Fournier](#)
Subject: Organizational Chart
Date: Tuesday, June 2, 2021 2: 0:2 PM
Attachments: [2021 Finance Department Organizational ChartV01.pdf](#)

Mayor,

I was wondering if you would be able to assist me with this request.

I would like if each department head completed an organizational chart and if you would email it to me so I know who is working and under whose direction. If you would complete one as Mayor as well, it would prove to be beneficial.

This will assist me during conversations with the employees as well, to be better acquainted with who, where and ...maybe why or how.

I am including the current chart I use, and I am sure if the borough utilizes Microsoft Visio, it can be created easily enough.

Let me know what you think, please.

Thank you so much,
Jim

Forwarded message

From: **Kimberly M. Gonzales** kimberly.gonzales@monmouthnj.org
Date: Tue, Jun 2, 2021, 2:25 PM
Subject: Organizational Chart
To:

Kimberly M. Gonzales

Deputy Director of Finance

County of Monmouth

1 East Main Street, all of records

1st floor Finance

P.O. Box 125

Freehold, NJ 07812

2 1 1 x 2 0 Phone

www.visitmonmouth.com

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From: lfo@bradleybeachnj.gov
To: kim@monmouthnj.us
Subject: : Mas Policy
Date: Tuesday, June 29, 2021 2: 4:10 PM

I like it.

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: Kim Gonzales <kimberlymary07701@gmail.com>

Sent: Tuesday, June 29, 2021 12:33 PM

To: Larry Fox <lfo@bradleybeachnj.gov>

Subject: Fwd: Mask Policy

You can review and see if this is something you would be interested in....

Kim

----- Forwarded message -----

From: **Gonzales, Kimberly** <Kimberly.Gonzales@co.monmouth.nj.us>

Date: Tue, Jun 29, 2021, 12:30 PM

Subject: Mask Policy

To:

Kimberly M. Gonzales

Deputy Director of Finance

County of Monmouth

1 East Main Street, Hall of Records

3rd Floor Finance

P.O. Box 1256

Freehold, N.J. 07728-1256

(732) 431-7391 x 6240 Phone

www.visitmonmouth.com

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From: Paula a in
To: lfo bradleybeachn.go
c: im on ales
Subject: e: Meeting on Main treet and mall usiness upport A Proposal
Date: uesday, June 2 , 2021 2: :4 PM

See you both then at orough all.
All the best and than s. Paula

On Jun 2 , 2021, at 2:28 PM, xxxx@xxxxxxxxxxxxxxxxxxx wrote:

That works

Larry Fox
Mayor- Bradley Beach
908-693-4507
xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: Kim Gonzales <kimberlymary07701@gmail.com>
Sent: Tuesday, June 29, 2021 1:37 PM
To: Paula Gavin <paulagavin106@gmail.com>
Cc: Larry Fox <lfox@bradleybeachnj.gov>
Subject: Re: Meeting on Main Street and Small Business Support - A Proposal

Paula,

If the Mayor is able to make 11:30, it will work. I will only be in the office that day until 12:30, so time will be limited.

If you would prepare an agenda for us to follow and send any information that I should be aware of, that would be just great!

Best regards,
Kim

On Tue, Jun 29, 2021, 1:34 PM Paula Gavin <paulagavin106@gmail.com> wrote:

Same here!
Is 11:30am possible as I don't want to throw my guests out too early. If not I will do 11am.
All three of us at Borough Hall I assume . I will compile a package for you on Strategic Plan and this issue.
All the best. Thanks. Paula

On Jun 29, 2021, at 1:31 PM, Kim Gonzales
<kimberlymary07701@gmail.com> wrote:

Hello Paula.

I look forward to meeting and working with you.

Next Friday would work well for me, 7/9. Would 11 a.m. work for you?

Kim

On Tue, Jun 29, 2021, 1:29 PM Paula Gavin
<paulagavin106@gmail.com> wrote:

Congratulations and best wishes Kim! Eager to work with you and support you.

Which Friday? 7/2 or 7/9? I can do either but it would need to be late morning due to house guests.

Let me know.

All the best. Thanks. Paula

> On Jun 29, 2021, at 1:06 PM, lfox@bradleybeachnj.gov wrote:

>

> Paula-

> Kim will be in next Friday AM- do you have 1/2 hour to discuss this then?

> THX

>

> Larry Fox

> Mayor- Bradley Beach

> 908-693-4507

> lfox@bradleybeachnj.gov

>

> -----Original Message-----

> From: Paula Gavin <paulagavin106@gmail.com>

> Sent: Tuesday, June 29, 2021 6:34 AM

> To: Larry Fox <lfox@bradleybeachnj.gov>

> Cc: Paula Gavin <paulagavin106@gmail.com>

> Subject: Meeting on Main Street and Small Business Support - A Proposal

>

> Given the many activities as well as issues / opportunities on Main Street

> and Small Businesses, I suggest you convene a short term action planning

> session to decide on the actions we can take (and assignments)

from

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> Attendees

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> Paula - Alliance

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> I am available on Thursday 7/1-morning , Friday 7/2 -11am , Tuesday 7/6 .

>

> I will compile list of items as part of my Strategic Planning role. (Forum

> follow ups, Small Business Support Plan, etc).

>

> All the best. Paula

>

>

From: lfo@bradleybeachnj.gov
To: im@onales
Subject: : Mas Policy
Date: uesday, June 2 , 2021 :1 : PM

Kim-

On the mask policy- the header says "effective July 6th, 2021". Any reason for that date?

I'd like to adopt across Borough. This looks good- clear/ succinct!

THX-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: Kim Gonzales <kimberlymary07701@gmail.com>

Sent: Tuesday, June 29, 2021 12:33 PM

To: Larry Fox <lfox@bradleybeachnj.gov>

Subject: Fwd: Mask Policy

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Kim

----- Forwarded message -----

From: **Gonzales, Kimberly** <Kimberly.Gonzales@co.monmouth.nj.us>

Date: Tue, Jun 29, 2021, 12:30 PM

Subject: Mask Policy

To:

Kimberly M. Gonzales

Deputy Director of Finance

County of Monmouth

1 East Main Street, Hall of Records

3rd Floor Finance

P.O. Box 1256
Freehold, N.J. 07728-1256
(732) 431-7391 x 6240 Phone
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From: lfo@bradleybeachnj.gov
To: larrybunnyfo@gmail.com
Subject: FW: Mask Policy
Date: Tuesday, June 29, 2021 12:20:11 PM
Attachments: [Mask Policy effective 6/21.doc](#)
[Quarantine Policy updated April 2021.pdf](#)

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxx.xxx

From: Kim Gonzales <kimberlymary07701@gmail.com>

Sent: Tuesday, June 29, 2021 12:33 PM

To: Larry Fox <lfox@bradleybeachnj.gov>

Subject: Fwd: Mask Policy

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From: lfo@bradleybeachn.go
To: [Jerry Freda](#)
c: [Leonard Guida](#) [Andrea Ica](#) [Giagio Cofone](#) [Agubitosi](#) bradleybeachn.go [am A a ian](#) [Arnold](#)
[James](#) [Jim](#) [on ales](#)
Subject: Par ing meeting
Date: Wednesday, June 0, 2021 : :4 AM

Jerry-

Great job last night- you answered questions and got all but one resident comfortable and appreciative. A few said- "when can we get this started"? Quite a shift! "Shift" does happen, as we know.

Let's wrap this up and move to presentation/ introduction for the 13-July meeting.

Thanks again-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: lfo@bradleybeachn.go
To: [Jerry Freda](#)
c: [Leonard Guida](#) [Andrea Ica](#) [Giagio Cofone](#) [Agubitosi](#) bradleybeachn.go [am A a ian](#) [Arnold](#)
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Thanks again-

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Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx.xxx

From: Paula a in
To: im on ales arry Fo
c: Paula a in
Subject: radley each strategic Plan, mall usiness upport and Main treet
Date: Wednesday, June 0, 2021 2: 0: 1 PM
Attachments: [bradley beach strategic plan . .1 edit.pdf](#)
[ntitled.htm](#)
[final sp 1 1 .doc](#)
[ntitled.htm](#)
[ntitled.doc](#)
[ntitled.htm](#)
[2020 2021 strategic planning committee .doc](#)
[ntitled.htm](#)
[2021 brochure.pdf](#)
[ntitled.htm](#)
[bradley beach 2021 small business initiati e proposal.doc](#)
[ntitled.htm](#)

reetings

elcome again, im, and congratulations. am eager to su ort you and be a artner to you!
ere is an outline for our meeting on and information thought would be good for your review.

he critical discussion item is the ro osed actions to ma e an im act in

1. radley each Strategic Plan 201 202

Our radley each Strategic Plan, a roved in 201 , has ten goals radley each
haracter Preservation, Main Street xcellence, eachfront and Oceanfront evelo ment,
nfrastructure nhancements, Powerful ommunications, ontrolling axes, ivic
ngagement, igh m act overnance, igh uality Municipi al Services, inancial ealth.
ive as orces of residents were formed to develo im lementation lans. ote: Strategic
Plan and m lementation Plan attached. here is a Strategic Plan binder in the Administrator
office with all as orce re orts.

2. radley each Strategic Planning ommittee

he Strategic Planning ommittee was formed in 2020, with Mayor, Administrator, O,
ouncil Member , orough Planner and 10 resident volunteers. he ommittee is focusing on
these riority areas Master Plan Alignment ew Sections conomic evelo ment,
reen Sustainabilty , on esidence esign Standards , Main Street, eachfront and
Oceanfront, nvironment, Sewer nfrastructure, and ommunications .

ote: atest Strategic Planning ommittee minutes attached.

. radley each usiness ommunity Alliance

reated in res onse to Strategic Plan on 1 1 20. Mission is to bring businesses, residents
and municipi ality together to enhance the lives of both residents and visitors as a artnershi
between all, ta ing action to strengthen resident life as well as e economic develo ment.
here is a formal resolution and agreement between orough and Alliance. he former
hamber of ommerce was dissolved several years ago.

ote: Please see our 2021 brochure attached.

. Small usiness Su ort Plan

e develo ed this joint orough Alliance Small usiness Su ort Plan , which is

underway. We should formally announce at a council meeting this summer. We need to decide on a Small Business Relief Fund. Note: Attached.

5. Making an impact in 2021 Small businesses and Main Street

I believe we need to identify and complete these action items to demonstrate impact and progress!

Main Street Appearance

- Trees Planters, Signage, benches, e-lace, and outdoor chairs
- Code enforcement
- Improvement targets Abuelita, Chanti Salon, Bradley Pharmacy, Bradley Builders, Ocean Cleaners
- Auto development Project
- Howling Alley

Main Street Safety

- Bicycle Safety Signage

Main Street Parking

- Stripping
- orough Streets
- Summer rolley

Small Business Promotion

- Alliance and orough Shop Local Promotion
- each Signage Code orough Website Business Listing
- each Food Restaurant Pic Spot on boardwalk

Small Business Support

- Small Business Guide complete
- Alliance Ambassadors Program
- orough Grant Application Support
- Business Economic development
- vacancy Analysis Action
- New Business Outreach recruiting

All the best and thank you. Paula

From: lfo_bradleybeachn.go
To: li.abeth.ernande
c: im_on_ales
Subject: FW: 2021 AP mplementation rant County of Monmouth
Date: Wednesday, June 0, 2021 : :0 PM
Attachments: [2021 AP rant eso Participants.doc](#)
[Nearmap_hared er ices Agreement 2021 202 .doc](#)

FYI-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxx.xxx

From: Perez, Elizabeth <Elizabeth.Perez@co.monmouth.nj.us>
Sent: Wednesday, June 30, 2021 4:51 PM
To: Undisclosed recipients:
Subject: 2021 LEAP - Implementation Grant - County of Monmouth

Monmouth County Board of County Commissioners

THOMAS A. ARNONE
DIRECTOR

SUSAN M. KILEY
DEPUTY DIRECTOR

LILLIAN G. BERRY
NICK DIROCCO
ROSS F. LICITRA



HALL OF RECORDS
ONE EAST MAIN STREET
FREEHOLD, NJ 07728
TELEPHONE: 732-431-7000

Dear Mayor:

Monmouth County is preparing an application for a 2021 Department of Community Affairs LEAP Implementation Grant. If successful, the funding will allow the County to provide high resolution photo imagery to your municipality free of charge. Aerial imagery such as this is often cost prohibitive for many towns. Through this grant, the County is offering three (3) user accounts per town for up to two years as part of our Nearmap subscription service.

Nearmap captures high resolution aerial imagery several times a year. Users will be able to instantly stream current aerial photos to their desktop, tablet or cell phone. Users can also compare present day, on the ground conditions to prior year flights. Municipal governments use high resolution aerial imagery along with other imported GIS data to support a number of important in-house operational functions including:

- Measure the size and footprints of buildings
- Determine property boundaries, setbacks, buffers
- Evaluate environmental conditions and potential development impacts
- Estimate capital investments (materials, linear feet of pipe, sidewalk, roadway width, curbing, etc.)
- Capital inventory (hydrants, catch basins, guiderail, etc.)
- Remote property assessments, inspections and compliance (e.g. zoning, permits)
- Tax assessments
- Building condition (roof conditions, fire safety)
- Post disaster damage assessment and comparison to prior images
- Hazard mitigation assessments
- Search and rescue

More information about the Nearmap product can be found at <https://www.nearmap.com/us/en>

The Monmouth County Office of Shared Services will be coordinating this effort between the County and our fifty-three municipalities in meeting the requirements of the LEAP Implementation Grant program as well as coordinate agreements with municipalities that sign on for imagery services. The Monmouth County Office of Geographic Information Systems will procure and maintain vendor software licensing as well as manage product maintenance and upgrades. The County's GIS Office will also be available to provide assistance and training to local officials who use the online tool.

Municipalities wishing to participate in this shared service program must provide the County with a resolution of support from their respective governing body. Attached please find a SAMPLE resolution that your town may use as a template. The shared services agreement is attached as well to be executed by your governing body.

If you have any questions regarding the grant application, resolution or shared services agreement, please feel free to reach out to Liz Perez, Shared Services Coordinator at 732-431-7460 extension 2115 or Elizabeth.perez@co.monmouth.nj.us.

Thank you again for participating in the Monmouth County Shared Services Program. Please feel free to contact my office should you have any questions by emailing me at Thomas.Amone@co.monmouth.nj.us or by calling me at 732-431-7396.

Sincerely,



Thomas A. Amone
Commissioner Director,
Monmouth County

cc: Teri O'Connor, County Administrator
Michael Fitzgerald, County Counsel
Municipal Administrator
Municipal Clerk

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From: [Jim Conales](#)
To: [Larry Fox](#)
Subject: e: FW: 2021 AP Implementation Grant County of Monmouth
Date: Wednesday, June 0, 2021 12:42:11 PM

... wrote the resolution..lol..
ood stuff.
e will need to sea about AP on the state level as well.
t a great rogram the county is offering.

On ed, Jun 0, 2021, 5: 5 PM [xxxx@xxxxxxxxxxxxxxxxxx](#)wrote:

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxx](#)

From: Pere , li abeth [li abeth.Pere @co.monmouth.nj.us](mailto:liabeth.Pere@co.monmouth.nj.us)
Sent: ednesday, June 0, 2021 12:51 PM
To: undisclosed recipients:
Subject: 2021 AP Implementation Grant County of Monmouth

Text, letter ☐ ☐ Description automatically generated

Text, letter ☐ ☐ Description automatically generated

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From: [Elizabeth Hernandez](#)
To: [info@bradleybeachnj.gov](#)
Cc: [monales](#)
Subject: e: 2021 AP Implementation Grant County of Monmouth
Date: Wednesday, June 30, 2021 4:45 PM

Very cool! Please let me know if you'd like me to draw up the resolution based on the sample resolution for approval. I have some experience using ArcGIS from my time at the county, it can be an awesome tool.

On Jun 30, 2021, at 5:45 PM, [xxxx@xxxxxxxxxxxxxxxxxxx](#) wrote:

FYI-

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxxx](#)

From: Perez, Elizabeth <Elizabeth.Perez@co.monmouth.nj.us>
Sent: Wednesday, June 30, 2021 4:51 PM
To: Undisclosed recipients:
Subject: 2021 LEAP - Implementation Grant - County of Monmouth

image002.jpg

image00 .jpg

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2021 AP rant eso Partici ants.docx

earma Shared Services Agreement 2021 202 .docx

From: [Elizabeth Hernandez](#)
To: [xxxx@xxxxxxxxxxxxxxxxxxx.xxx](#)
Cc: [Kim Gonzales](#)
Subject: Re: 2021 LEAP - Implementation Grant - County of Monmouth
Date: Wednesday, June 30, 2021 5:49:39 PM

Very cool! Please let me know if you'd like me to draw up the resolution based on the sample resolution for approval. I have some experience using arcGIS from my time at the county, it can be an awesome tool.

On Jun 30, 2021, at 5:35 PM, [xxxx@xxxxxxxxxxxxxxxxxxx.xxx](#) wrote:

FYI-

Larry Fox
Mayor- Bradley Beach
908-693-4507
[xxxx@xxxxxxxxxxxxxxxxxxx.xxx](#)

From: Perez, Elizabeth <Elizabeth.Perez@co.monmouth.nj.us>
Sent: Wednesday, June 30, 2021 4:51 PM
To: Undisclosed recipients:
Subject: 2021 LEAP - Implementation Grant - County of Monmouth

<image002.jpg>

<image004.jpg>

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<2021_LEAP Grant Reso_Participants.docx>

<Nearmap Shared Services Agreement_2021-2023.docx>

From: [Kim Gonzales](#)
To: [Larry Fox](#)
Subject: Re: 2021 LEAP - Implementation Grant - County of Monmouth
Date: Wednesday, June 30, 2021 12:42:33 PM

Absolutely!! Great idea.
im

On Wednesday, Jun 30, 2021, 12:42 PM <[xxxx@xxxxxxxxxxxxxxxxxx](#)> wrote:

Li -

I would say yes-

im- agree

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxx](#)

From: Eli abeth ernande <ehernande@bradleybeachnj.gov>
Sent: Wednesday, June 30, 2021 5:50 PM
To: [xxxx@xxxxxxxxxxxxxxxxxx](#)
c: Kim Gonzales <kimberlymary0_xx@xxxxxx.xxx>
Subject: Re: 2021 LEAP - Implementation Grant - County of Monmouth

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I-

Larry Fox

Mayor- Bradley Beach

908-693-4507

XXXX@XXXXXXXXXXXXXXXXXX.XXX

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Sent: ednesday, June 30, 2021 4:51 PM
To: undisclosed recipients:
Subject: 2021 LEAP - Implementation Grant - ounty of Monmouth

<image002.jpg>

<image004.jpg>

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<2021_LEAP Grant Reso_Participants.docx>

<Nearmap Shared Services Agreement_2021-2023.docx>

From: [Larry Cox](#)
To: [David Robinson](#) [John Weber](#)
Cc: [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#) [Andrea Rice](#) [Kim Gonzales](#)
Subject: [Sustainability opportunity](#)
Date: Thursday, July 1, 2021 5:51:40 AM

Please do not reply to all:

<https://www.washingtonpost.com/climate-solutions/2021/07/30/electric-lawn-care/>

Sent from my iPad

From: [Larry Cox](#)
To: [David Robinson](#) [John Weber](#)
Cc: [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#) [Andrea Rice](#) [Kim Gonzales](#)
Subject: sustainability opportunity
Date: Thursday, July 1, 2021 5:51:40 AM

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Cc: [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#) [Andrea Rice](#) [Kim Gonzales](#)
Subject: sustainability opportunity
Date: Thursday, July 1, 2021 5:51:40 AM

Please do not reply to all:

<https://www.washingtonpost.com/climate-solutions/2021/07/30/electric-lawn-care/>

Sent from my iPad

From: [Larry Cox](#)
To: [David Robinson](#) [John Weber](#)
Cc: [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#) [Andrea Rice](#) [Kim Gonzales](#)
Subject: sustainability opportunity
Date: Thursday, July 1, 2021 5:51:40 AM

Please do not reply to all:

<https://www.washingtonpost.com/climate-solutions/2021/07/30/electric-lawn-care/>

Sent from my iPad

From: [Kim Gonzales](#)
To: [Larry ox](#)
Subject: Re: sustainability opportunity
Date: Thursday, July 1, 2021 10:31:41 AM

ould you copy the article, I cannot connect to the link, I do not have an account.
hanks

On Thu, Jul 1, 2021, 5:55 AM Larry ox <[xxxx@xxxxxxxxxxxxxxxxxx](#)> wrote:
Please do not reply to all:

<https://www.washingtonpost.com/climate-solutions/2021/07/30/electric-lawn-care/>

Sent from my iPad

From: [im_exsmith](#)
To: [xxxx@xxxxxxxxxxxxxxx.xxx](#)
Subject: Re: Changes to our Model
Date: hursday, July 1, 2021 2:32:1 PM

Im good whichever way it lands.

Sent from my Sprint Samsung Galaxy S10 .
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From: xxxx@xxxxxxxxxxxxxxxxxxx
To: im_exsmith
Subject: RE: Changes to our Model
Date: hursday, July 1, 2021 4:2 :35 PM

Tim-

Big ask- would you consider authoring this. I believe we will get a more positive response from you.

What do you think?

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx

From: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>

Sent: Thursday, July 1, 2021 2:32 PM

To: lfox@bradleybeachnj.gov

Subject: Re: Changes to our Model

Im good whichever way it lands.

Sent from my Sprint Samsung Galaxy S10+.

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Government	Percentage
Current government	85%
Previous government	15%

A horizontal bar chart consisting of 12 black bars of varying lengths. The bars are arranged vertically, with the longest bar in the middle and the shortest at the top and bottom. The lengths of the bars vary significantly, with some being nearly full-width and others being very short.

Bar Index	Relative Length (approximate percentage of the longest bar)
1	100%
2	35%
3	95%
4	85%
5	98%
6	92%
7	97%
8	100%
9	95%

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From: [XXXXXXXX@XXXXXXXXXXXXX.XXX](#)
To: [XXXX@XXXXXXXXXXXXX.XXX](#)
Subject: RE: Changes to our Model
Date: hursday, July 1, 2021 4:2 :02 PM

That's fine. I just want to see the response to your and my emails first.

From: lfox@bradleybeachnj.gov <lfox@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 4:27 PM
To: 'Tim Sexsmith' <tsexsmith@bradleybeachnj.gov>
Subject: RE: Changes to our Model

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Mayor- Bradley Beach
908-693-4507

[XXXX@XXXXXXXXXXXXX.XXX](#)

From: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 2:32 PM
To: lfox@bradleybeachnj.gov
Subject: Re: Changes to our Model

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Sent from my Sprint Samsung Galaxy S10+.
Get [Outlook for Android](#)

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From: xxxx@xxxxxxxxxxxxxxxxxxx
To: xxxxxxxx@xxxxxxxxxxxxxxxxxxx
Subject: RE: Changes to our Model
Date: hursday, July 1, 2021 4:3 :15 PM

Actually, you jumped the shark! I didn't realize you had sent the draft to Council. No big deal, this is probably just as good.

BTW- I was disappointed on timing too- DB wasn't in a "do" mode; and I was focused on re-hire process, among other things (I'm a little sensitive today- AL was "disappointed" yesterday w/ church progress!)

THX-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx

From: tsexsmith@bradleybeachnj.gov <tsexsmith@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 4:28 PM
To: lfox@bradleybeachnj.gov
Subject: RE: Changes to our Model

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From: XXXXXXXX@XXXXXXXXXXXX.XXX
To: XXX@XXXXXXXXXXXX.XXX
Subject: RE: Changes to our Model
Date: hursday, July 1, 2021 4:4 :1 PM

Sorry, my bad...
Multitasking

From: lfox@bradleybeachnj.gov <lfox@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 4:38 PM
To: tsexsmith@bradleybeachnj.gov
Subject: RE: Changes to our Model

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To: lfox@bradleybeachnj.gov

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908-693-4507
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To: 'Tim Sexsmith' <[tsexsmith@bradleybeachnj.gov](#)>
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908-693-4507

XXXX@XXXXXXXXXXXXXXXXXX.XXX

From: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>

Sent: Thursday, July 1, 2021 2:32 PM

To: lfox@bradleybeachnj.gov

Subject: Re: Changes to our Model

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From: xxxx@xxxxxxxxxxxxxxxx.xxx
To: [Kim Gonzales](#)
Subject: July th
Date: hursday, July 1, 2021 :09:22 PM

Kim-

What time do you want to start Tuesday? I'll put together a schedule for us based on your availability. I have a potential "counselling" session first thing; or I can do that late day.

Let me know.

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxx.xxx

From: [Kim Gonzales](#)
To: [Larry Fox](#)
Subject: Re: July 1st
Date: Thursday, July 1, 2021 11:25 PM

Does it work for you? I need to go to the motor vehicle office in Browns River for a 2:30 appointment. So I imagine I should leave at 1:30.
I will meet David that evening in Long Beach at 7 pm.
Jim

On Thu, Jul 1, 2021, 10:00 PM <[xxxx@xxxxxxxxxxxxxxxxxxx](#)> wrote:

Jim-

What time do you want to start Tuesday? I'll put together a schedule for us based on your

availability. I have a potential counselling session first thing or I can do that late day.

Let me know.

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxxx](#)

From: [Kim Gonzales](#)
To: [Larry Fox](#)
Subject: Re: July th
Date: Thursday, July 1, 2021 12:22 PM

Sure thing. Sounds good to me.
... me too!!!

On Thursday, Jul 1, 2021, 12:15 PM <[xxxx@xxxxxxxxxxxxxxxxxx](#)> wrote:

That's fine. I'll schedule the other meeting for 2:00. I'll work on a schedule I'll keep it simple

tomorrow.

Can't wait til the 12th!!!!!!

Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxx@xxxxxxxxxxxxxxxxxx](#)

From: Kim Gonzales <[kimberlymary0_xx@xxxxx.xxx](#)>
Sent: Thursday, July 1, 2021 12:11 PM
To: Larry Fox <[xxxx@xxxxxxxxxxxxxxxxxx](#)>
Subject: Re: July th

I can work for you. I need to go to the motor vehicle office in Poms River for a 2:30 appointment. So I imagine I should leave at 1:30.

I will meet David that evening in Long Beach at 7 pm.

Kim

On Thursday, Jul 1, 2021, 12:00 PM <[xxxx@xxxxxxxxxxxxxxxxxx](#)> wrote:

Kim-

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availability. I have a potential counselling session first thing or I can do that late day.

Let me know.

hanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxxx@xxxxxxxxxxxxxxxxxxxxx.xxx

From: xxxx@xxxxxxxxxxxxxx.xxx
To: [Kim Gonzales](#)
Subject: RE: sustainability opportunity
Date: hursday, July 1, 2021 :4 :2 PM

Climate Solutions

Lawn care is going electric. And the revolution is here to stay.

From conservative Alabama to crunchy California, electric lawn equipment is quietly sweeping the nation.

Dean Brazier operates an electric edger at Overton Park in Mountain Brook, Ala.
(Cameron Carnes for The Washington Post)

By

Tik Root

June 30, 2021 at 8:00 a.m. EDT

706

MOUNTAIN BROOK, Ala. — It was a few minutes past 6 a.m., and the sun had already started to boil the muggy Alabama air. Matt Harrison, 38, watched as his colleague backed the public works pickup truck into a parking spot alongside city hall. The two tipped the tailgate and slowly lowered a shiny orange push mower onto the pavement.

Harrison popped open the top of the mower, where a pull cord might normally be, and instead snapped two battery packs into place. Click. Click. A moment later, the low whoosh of mower blades filled the air. A slight whine from his co-worker's electric leaf blower soon joined the din.

Passing joggers hardly noticed.

"I was kind of skeptical at first," Harrison said after cutting the grass. Until April, he had spent his 20-year career using gas-powered lawn maintenance equipment. He worried that the electric versions wouldn't be powerful enough, or would die too quickly. "It proved me wrong."

From the mower and blower to weed whips and chain saws, Harrison said nothing on his truck is gas anymore. "You ain't got to wear ear protection," he said of the battery-powered equipment. And "you don't have to worry about coming home smelling like gas."

Mountain Brook Mayor Stewart Welch, left, has been the driving force behind the city's conversion to electric equipment. At right is public works employee Matt Harrison. (Cameron Carnes for The Washington Post)

An affluent hamlet of about 21,000 on the outskirts of Birmingham, Mountain Brook is a set of three small village centers, each complete with boutiques, mini-mansions and neatly kept lawns. The city voted for former president Donald Trump by a 50-point margin in the last election.

Mountain Brook is also among the latest converts to America's rapidly growing electric lawn care movement. Over the last year, the city has spent about \$18,000

transitioning Harrison's truck, along with the majority of maintenance of one of its parks, off gas.

"My hope is that in five years we can be 90 percent electric," said Mayor Stewart Welch, the driving force behind the effort. "If we could get people to do this across the country, it could make a big difference."

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Climate Solutions

Lawn care is going electric. And the revolution is here to stay.

From conservative Alabama to crunchy California, electric lawn equipment is quietly sweeping the nation.

Dean Brazier operates an electric edger at Overton Park in Mountain Brook, Ala.
(Cameron Carnes for The Washington Post)

By

Tik Root

June 30, 2021 at 8:00 a.m. EDT

706

MOUNTAIN BROOK, Ala. — It was a few minutes past 6 a.m., and the sun had already started to boil the muggy Alabama air. Matt Harrison, 38, watched as his colleague backed the public works pickup truck into a parking spot alongside city hall. The two tipped the tailgate and slowly lowered a shiny orange push mower onto the pavement.

Harrison popped open the top of the mower, where a pull cord might normally be, and instead snapped two battery packs into place. Click. Click. A moment later, the low whoosh of mower blades filled the air. A slight whine from his co-worker's electric leaf blower soon joined the din.

Passing joggers hardly noticed.

"I was kind of skeptical at first," Harrison said after cutting the grass. Until April, he had spent his 20-year career using gas-powered lawn maintenance equipment. He worried that the electric versions wouldn't be powerful enough, or would die too quickly. "It proved me wrong."

From the mower and blower to weed whips and chain saws, Harrison said nothing on his truck is gas anymore. "You ain't got to wear ear protection," he said of the battery-powered equipment. And "you don't have to worry about coming home smelling like gas."

Mountain Brook Mayor Stewart Welch, left, has been the driving force behind the city's conversion to electric equipment. At right is public works employee Matt Harrison. (Cameron Carnes for The Washington Post)

An affluent hamlet of about 21,000 on the outskirts of Birmingham, Mountain Brook is a set of three small village centers, each complete with boutiques, mini-mansions and neatly kept lawns. The city voted for former president Donald Trump by a 50-point margin in the last election.

Mountain Brook is also among the latest converts to America's rapidly growing electric lawn care movement. Over the last year, the city has spent about \$18,000

transitioning Harrison's truck, along with the majority of maintenance of one of its parks, off gas.

"My hope is that in five years we can be 90 percent electric," said Mayor Stewart Welch, the driving force behind the effort. "If we could get people to do this across the country, it could make a big difference."

Experts say the shift is already well underway. "The transition to electric products is gaining momentum," said John Wyatt, senior vice president of outdoor at manufacturer Stanley Black and Decker. The company estimates that the volume of electric-powered lawn equipment that North American manufacturers shipped jumped from about 9 million units in 2015 to over 16 million in 2020 — a leap of more than 75 percent in only five years. And during that time electric went from roughly 32 percent to 44 percent of the overall lawn equipment market.

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From: John Weber
To: Tim Sexsmith
Subject: Re: Changes to our Model
Date: Thursday, July 1, 2021 11:05:54 PM

Whoa whoa Whoa, what happened to having a workshop on merging the boards on the 13th?

We had that all set, we all agreed, and we agreed to let it slide to the next Council meeting. That's the workshop that I want.

John

On Thu, Jul 1, 2021 at 3:49 PM <tsexsmith@bradleybeachnj.gov> wrote:

Council is Bcc'd.

As an FYI to the other council members, I was involved in the meeting this morning where the changes were discussed based on Sandy's experience in Seaside Heights, Erica's experience in Neptune City, and the normal process flow in Neptune Township (as I witnessed, and the Mayor discussed with their BA)

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From: Randy Bonnell
To: Tim Sexsmith
Subject: Re: Changes to our Model
Date: Friday, July 2, 2021 7:18:18 AM

I do not want to continue to switch gears, this is part of the reason we take so long to get anything done. Please let's stick with merging the boards workshop on the 13th. My feeling is community center should be scheduled for the 27th and after Kim has oriented we make any necessary process changes.

On Thu, Jul 1, 2021 at 3:49 PM <tsexsmith@bradleybeachnj.gov> wrote:

Council is Bcc'd.

As an FYI to the other council members, I was involved in the meeting this morning where the changes were discussed based on Sandy's experience in Seaside Heights, Erica's experience in Neptune City, and the normal process flow in Neptune Township (as I witnessed, and the Mayor discussed with their BA)

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A large black rectangular redaction box covering the signature and any text below it.

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From: Randy Connell
To: Jim Exsmith
cc: xxxxxxxx@xxxxxxxxxxxxxxxxxxx
Subject: Re: Changes to our Model
Date: Friday, July 2, 2021 10:43 AM

Oh, I responded to Jim only a few minutes ago before I had fully digested this email... but now that I have had my breakfast I have many thoughts on this correspondence. First, as with the A selection process I want to be informed on all options, not just one which was chosen by someone else as the best for Bradley each residents. Second, I strongly disagree with rejecting public comments at ordinance introduction, it's the primary reason for an introduction. We are slowly leaning back into the exclusionary governance protocols we have been working towards eliminating since Jan 1, 2020.

The changes discussed at the retreat by the way all the stupid buzz words are getting very tiresome, or the municipal government seminar as it should be called, are very simple and we don't need a long drawn out process to incorporate them. This is being made way more complicated than it should, probably so pure ownership can be avoided in the event residents question the changes.

As for handling public comment, it is our own fault for allowing a A to erupt. The only change needed here is a stronger moderator. If residents ask questions they should simply be acknowledged and recorded in the minutes. Answers to the questions should be addressed in the administrative report at the following meeting.

We need to stop switching gears at every turn. Workshop order of operations should be merging boards on the 13th as previously discussed, and community center on the 20th. I would even go so far as to say the community center should be a stand alone meeting with no 1 hour restriction. I would support a special meeting on the 20th 100%, or sooner if possible. If we really think a workshop is needed for incorporating new meeting protocols we can do that in August, but I see no need. I would like to speak in person with each of you at some point today.

On Thu, Jul 1, 2021 at 3:44 PM <xxxxxxxxxx@xxxxxxxxxxxxxxxxxxx> wrote:

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To: Jim Exsmith
cc: j_xxxx@xxxxxxxxxxxxxxxxxxx
Subject: Re: Changes to our Model
Date: Friday, July 2, 2021 10:43 AM

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From: [Randy Connell](#)
To: [Jim Exsmith](#)
Subject: Re: Changes to our Model
Date: Friday, July 2, 2021 10:43 AM

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From: xxxxxxxxx@xxxxxxxxxxxxxxxxx.xxx
To: [Randy onnell](mailto:Randy_onnell)
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 10:1 :2 AM

Call whenever you want. But read my email again first.

From: Randy Bonnell <rbonnell@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 8:11 AM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

OK, I responded to Tim only a few minutes ago before I had fully digested this email... but now that I have had my breakfast I have many thoughts on this correspondence. First, as with the BA selection process I want to be informed on all options, not just one which was chosen by someone else as the best for Bradley Beach residents. Second, I strongly disagree with rejecting public comments at ordinance introduction, it's the primary reason for an introduction. We are slowly leaning back into the exclusionary governance protocols we have been working towards eliminating since Jan 1, 2020.

The changes discussed at the "retreat" (by the way all the stupid buz words are getting very tiresome), or the municipal government seminar as it should be called, are very simple and we don't need a long drawn out process to incorporate them. This is being made way more complicated than it should, probably so pure ownership can be avoided in the event residents question the changes.

As for handling public comment, it is our own fault for allowing a "Q&A" to erupt. The only change needed here is a stronger moderator. If residents ask questions they should simply be acknowledged and recorded in the minutes. Answers to the questions should be addressed in the administrative report at the following meeting.

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On Thu, Jul 1, 2021 at 3:49 PM <tsexsmith@bradleybeachnj.gov> wrote:

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Tim

Administration	Percentage
Current Administration	75%
Previous Administration	25%

11/11/2016

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From: Kim Gonzales
To: Amy Hall
Cc: Larry Fox; Sandra Rice
Subject: Re: Salary Adjustment
Date: Friday, July 2, 2021 10:17:20 AM

Good morning Amy, I truly look forward to working with everyone!

Best regards and enjoy the holiday weekend.

Kim

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From: [xxxxxxxxx@xxxxxxxxxxxxxx.xxx](#)
To: [John Weber](#)
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 10:1 :51 AM

Larry's going to send out a note later today discussing why a workshop on merging the boards is not the best idea right now.

I became privy to some info yesterday that I am not at liberty to discuss.

From: John Weber <jweber@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 11:06 PM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

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Tim

From: Sandra Rice <srice@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 2:30 PM
To: Larry Fox <lfox@bradleybeachnj.gov>

Cc: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>; Erica Kostyz <ekostyz@bradleybeachnj.gov>

Subject: Re: Changes to our Model

Sounds good to me.

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From: xxxxxxxxx@xxxxxxxxxxxxxxxxxxx.xxx
To: [John Weber](mailto:John.Weber)
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 10:1 :51 AM

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Subject: Re: Changes to our Model

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From: Randy onnell
To: xxxxxxxx@xxxxxxxxxxxxxxxxxxx
Subject: Re: Changes to our Model
Date: Friday, July 2, 2021 10:1 :53 AM

I'll stop by the store this afternoon maybe 230ish

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To: Jim Sexsmith <xxxxxxxxx@xxxxxxxxxxxxxxxxxxx>
Subject: Re: Changes to our Model

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Sent: Thursday, July 1, 2021 2:30 PM

To: Larry ox <xxxxx@xxxxxxxxxxxxxxxxxx>

c: Jim Sexsmith <xxxxxxxxx@xxxxxxxxxxxxxxxxxx> Gregannon
<xxxxxxxxx@xxxxxxxxxx> Erica osty <ekosty@bradleybeachnj.gov>

Subject: Re: Changes to our Model

Sounds good to me.

[REDACTED]

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[REDACTED]

From: xxxxxxxx@xxxxxxxxxxxxxx.xxx
To: Randy_bonnell
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 10:19:0 AM

Larry's going to send out a note later today discussing why a workshop on merging the boards is not the best idea right now.

I became privy to some info yesterday that I am not at liberty to discuss.

Tim

From: Randy Bonnell <rbonnell@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 8:11 AM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

OK, I responded to Tim only a few minutes ago before I had fully digested this email... but now that I have had my breakfast I have many thoughts on this correspondence. First, as with the BA selection process I want to be informed on all options, not just one which was chosen by someone else as the best for Bradley Beach residents. Second, I strongly disagree with rejecting public comments at ordinance introduction, it's the primary reason for an introduction. We are slowly leaning back into the exclusionary governance protocols we have been working towards eliminating since Jan 1, 2020.

The changes discussed at the "retreat" (by the way all the stupid buz words are getting very tiresome), or the municipal government seminar as it should be called, are very simple and we don't need a long drawn out process to incorporate them. This is being made way more complicated than it should, probably so pure ownership can be avoided in the event residents question the changes.

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On Thu, Jul 1, 2021 at 3:49 PM <tsexsmith@bradleybeachnj.gov> wrote:

| Council is Bcc'd.

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With that said, I support holding the church workshop at 6PM on 7/13, and the regular meeting at 7, as outlined below, with our process changes being workshopped on 7/27 in the same manner.

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From: Sandra Rice <srice@bradleybeachnj.gov>

Sent: Thursday, July 1, 2021 2:30 PM

To: Larry Fox <lfox@bradleybeachnj.gov>

Cc: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>; Erica Kostyz <ekostyz@bradleybeachnj.gov>

Subject: Re: Changes to our Model

Sounds good to me.

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From: xxxxxxxxx@xxxxxxxxxxxxxxxxx.xxx
To: Randy_bonnell
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 10:19:43 AM

k.

keep in mind if I have customers, you're gonna lose to them

From: Randy Bonnell <rbonnell@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 10:19 AM
To: tsexsmith@bradleybeachnj.gov
Subject: Re: Changes to our Model

I'll stop by the store this afternoon maybe 230ish

On Fri, Jul 2, 2021 at 10:16 AM <tsexsmith@bradleybeachnj.gov> wrote:

Call whenever you want. But read my email again first.

From: Randy Bonnell <rbonnell@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 8:11 AM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

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On Thu, Jul 1, 2021 at 3:49 PM <tsexsmith@bradleybeachnj.gov> wrote:

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From: Sandra Rice <srice@bradleybeachnj.gov>

Sent: Thursday, July 1, 2021 2:30 PM

To: Larry Fox <lfox@bradleybeachnj.gov>

Cc: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>; Erica Kostyz <ekostyz@bradleybeachnj.gov>

Subject: Re: Changes to our Model

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From: Randy onnell
To: im exsmith
Subject: Re: Changes to our Model
Date: riday, July 2, 2021 10:52:1 AM

If it s about the multiple law suits I am not concerned about that.

On ri, Jul 2, 2021 at 10:1 AM <xxxxxxxxx@xxxxxxxxxxxxxxxxxx> wrote:

Larry's going to send out a note later today discussing why a workshop on merging the boards is not the best idea right now.

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im

From: Randy onnell <xxxxxxxxx@xxxxxxxxxxxxxxxxxx>
Sent: riday, July 2, 2021 :11 AM
To: im Sexsmith <xxxxxxxxx@xxxxxxxxxxxxxxxxxx>
Subject: Re: hanges to our Model

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On Thu, Jul 1, 2021 at 3:40 PM <xxxxxxxxx@xxxxxxxxxxxxxxxxx> wrote:

Council is cc'd.

As an add-on to the other council members, I was involved in the meeting this morning where the changes were discussed based on Sandy's experience in Seaside Heights, Erica's experience in Neptune City, and the normal process flow in Neptune Township as I witnessed, and the Mayor discussed with their staff.

I am extremely disappointed that it has taken us 2 months to get to the point of holding this meeting, but at least we are moving forward and back into process.

As the Mayor said, we only spoke in broad terms with nothing carved into stone yet.

With that said, I support holding the church workshop at 4 PM on July 13, and the regular meeting at 7 PM, as outlined below, with our process changes being workshopped on July 20 in the same manner.

Jim

From: Sandra Rice <srice@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 2:30 PM
To: Larry Fox <lfox@bradleybeachnj.gov>
Cc: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>; Erica Kostyz <ekostyz@bradleybeachnj.gov>
Subject: Re: Changes to our Model

Sounds good to me.

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From: xxxxxxxxx@xxxxxxxxxxxxxxxxx.xxx
To: [Randy onnell](mailto:Randy_onnell)
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 10:52:59 AM

It's not

From: Randy Bonnell <rbonnell@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 10:52 AM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

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On Fri, Jul 2, 2021 at 10:19 AM <tsexsmith@bradleybeachnj.gov> wrote:

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Tim

From: Randy Bonnell <rbonnell@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 8:11 AM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

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On Thu, Jul 1, 2021 at 3:49 PM <tsexsmith@bradleybeachnj.gov> wrote:

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To: Larry Fox <lfox@bradleybeachnj.gov>

Cc: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>; Erica Kostyz <ekostyz@bradleybeachnj.gov>

Subject: Re: Changes to our Model

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From: John Weber
To: jim_exsmith
Subject: Re: Changes to our Model
Date: Friday, July 2, 2021 11:10:33 AM

Larry can do whatever he wants jim. But we had a whole seminar on municipal government and my takeaway was that Larry does not solely set the agenda. He is 1 of 5 that has input on it and the majority will rule to determine what goes on the agenda.

Happy to talk in person today. I can visit the distillery and bring you a bunch of mint.

John

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From: John Weber <xxxxxxxxx@xxxxxxxxxxxxxxxxxx>
Sent: Thursday, July 1, 2021 11:01 PM
To: jim Sexsmith <xxxxxxxxx@xxxxxxxxxxxxxxxxxx>
Subject: Re: Changes to our Model

Whoa whoa whoa, what happened to having a workshop on merging the boards on the 13th

We had that all set, we all agreed, and we agreed to let it slide to the next council meeting. That's the workshop that I want.

John

On Thu, Jul 1, 2021 at 3:41 PM <xxxxxxxxx@xxxxxxxxxxxxxxxxxx> wrote:

Council is cc'd.

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To: Larry Fox <lfox@bradleybeachnj.gov>
Cc: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>; Erica Kostyz <ekostyz@bradleybeachnj.gov>
Subject: Re: Changes to our Model

Sounds good to me.

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From: xxxxxxxx@xxxxxxxxxxxxxxx.xxx
To: John Weber
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 11:12:0 AM

I'm here all day. Keep in mind, the later it gets, the busier I get.

From: John Weber <jweber@bradleybeachnj.gov>
Sent: Friday, July 2, 2021 11:11 AM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

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From: John Weber <jweber@bradleybeachnj.gov>
Sent: Thursday, July 1, 2021 11:06 PM
To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
Subject: Re: Changes to our Model

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To: [John Weber](#)
Subject: RE: Changes to our Model
Date: Friday, July 2, 2021 11:12:0 AM

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To: Tim Sexsmith <tsexsmith@bradleybeachnj.gov>
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Sent: Thursday, July 1, 2021 11:06 PM
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Subject: Re: Changes to our Model

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From: [Amy Hall](#)
To: [Larry Cox](#)
Cc: [Kim Gonzales](#) [Leonard Guida](#) [Jerry Downing](#) [Ana Maitis](#) [Dagio Cofone](#) [Hannah Heeter](#) [Kenneth Walzer](#)
[Michele Whille](#) [Erica Kostyz](#) [Alan Gubitosi](#) [John Weber](#) [Jim Exsmith](#) [Randy Connell](#) [xxxxxxxx@xxx.xxx](#)
[Cynthia Becker](#)
Subject: July newsletter
Date: Tuesday, July 14, 2021 10:45:11 AM

Good Morning,

I hope you all enjoyed your weekend!

Please have any updates, events, information, reminders, etc to me by tomorrow 5pm for the Thursday newsletter.

Thank you!
Amy

From: [Amy Hall](#)
To: [Larry Cox](#)
Cc: [Kim Gonzales](#) [Leonard Guida](#) [Jerry Downing](#) [Ana Maitis](#) [Dagio Cofone](#) [Hannah Heeter](#) [Kenneth Walzer](#)
[Michele Whille](#) [Erica Kostyz](#) [Alan Gubitosi](#) [John Weber](#) [Jim Exsmith](#) [Randy Connell](#) [xxxxxxxx@xxx.xxx](#)
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From: [Amy Hall](#)
To: [Larry Cox](#)
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Thank you!
Amy

From: xxxx@xxxxxxxxxxxxxxxxxxx
To: [Randy onnell](mailto:Randy_onnell)
Cc: [andra Rice](mailto:andra.Rice)
Subject: RE: Changes to our Model for Council Meetings- next step
Date: uesday, July , 2021 1:5 :23 PM

Randy-

I can cover your other points separately (when can you 1:1- Wednesday or Thursday).

The LaReine Ave Church is time sensitive because:

1. David reviewed with all of the Council the need to do the Engineering Study and bond this and remediation (April)
2. The proposal was made and endorsed by the Sponsors of the project (AI included) (May 11)
3. The subsequent update meeting to prepare for a Workshop (June 7th) was postponed due to a conflict (not me or Administration)
4. We can get to a set of options and reasonably accurate estimates by Fall- I would think we would all be signed up for this

No one is procrastinating. You send me a document for review on a Monday and asked for a Workshop that Friday, without discussion. I wouldn't call that procrastinating.

Hopefully we can get the LaReine Ave. proposal on line for the 13th.

Thanks

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx

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A horizontal bar chart consisting of 12 black bars of varying lengths. The bars are arranged vertically, with the longest bar in the middle and the shortest at the top and bottom. The lengths of the bars, from top to bottom, are approximately: 10%, 95%, 100%, 98%, 25%, 95%, 20%, 95%, 98%, 90%, 92%, and 98%.

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From: Randy Connell
To: xxxx@xxxxxxxxxxxxxxxxxxx
Cc: [andra Rice](mailto:andra.Rice)
cc: xxxxxxxxx@xxxxxxxxxxxxxxxxxxx
Subject: Re: Changes to our Model for Council Meetings- next step
Date: Tuesday, July 13, 2021 2:03:45 PM

Merging the boards has been sorely needed far longer than the 13 months we have been contemplating the community center. It's time to stop kicking the can down the road I spoke to the other three council members over the weekend all are on board. I seem to think there is some kind of underlying issue which I have not been informed of precluding us from workshopping board merger. I do not know of anything that would do so. We agreed to do this at the meeting on the 13th weeks ago, I'm not interested in changing course that's a bad habit this town has had for a long time and it needs to stop.

On Tuesday, July 13, 2021 at 1:53 PM <xxxx@xxxxxxxxxxxxxxxxxxx> wrote:

Randy-

I can cover your other points separately when can you 1:1- Wednesday or Thursday.

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1. David reviewed with all of the council the need to do the Engineering Study and bond this and remediation April
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Thanks

Larry Fox

Mayor- Bradley Beach

908-693-4507

lfox@bradleybeachnj.gov

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From: Randy Connell
To: xxxxxxxx@xxxxxxxxxxxxxx
Cc: Sandra Rice
cc: j_xxxxx@xxxxxxxxxxxxxx
Subject: Re: Changes to our Model for Council Meetings- next step
Date: Tuesday, July 13, 2021 2:03:45 PM

Merging the boards has been sorely needed far longer than the 13 months we have been contemplating the community center. It's time to stop kicking the can down the road I spoke to the other three council members over the weekend all are on board. I seem to think there is some kind of underlying issue which I have not been informed of precluding us from workshopping board merger. I do not know of anything that would do so. We agreed to do this at the meeting on the 13th weeks ago, I'm not interested in changing course that's a bad habit this town has had for a long time and it needs to stop.

On Tuesday, July 13, 2021 at 1:53 PM <xxxxx@xxxxxxxxxxxxxx> wrote:

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From: [Randy onnell](#)
To: [xxxx@xxxxxxxxxxxxxxxxxxx](#)
Cc: [andra Rice](#)
Subject: Re: Changes to our Model for Council Meetings- next step
Date: Tuesday, July , 2021 2:03:45 PM

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On Tue, Jul , 2021 at 1:5 PM <[xxxx@xxxxxxxxxxxxxxxxxxx](#)> wrote:

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From: Randy Connell
To: xxxx@xxxxxxxxxxxxxxxxxxx
Cc: Andrea Rice
cc: xxxxxxxx@xxxxxxxxxxxxxxxxxxx
Subject: Re: Changes to our Model for Council Meetings- next step
Date: Tuesday, July 13, 2021 2:03:45 PM

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From: [Erica Kostyz](#)
To: [Larry Cox](#) [Randy Connell](#) [Al Gubitosi](#) [Jim Exsmith](#) [John Weber](#) [Kim Gonzales](#) [Andrea Rice](#) [Greg Cannon](#)
Subject: 13-21 Preliminary Agendas
Date: Tuesday, July 14, 2021 10:02:22 PM
Attachment: [13-21 PRELIMINARY WORK PRODUCT MEE I GAGE A.pdf](#)
[13-21 PRELIMINARY REGULAR CM AGE A.pdf](#)

All,

Please see the attached drafts for 13.

Erica

From: [Erica Kostyz](#)
To: [Larry Cox](#) [Randy Connell](#) [Al Gubitosi](#) [Jim Exsmith](#) [John Weber](#) [Kim Gonzales](#) [Andrea Rice](#) [Greg Cannon](#)
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Erica

From: xxxx@xxxxxxxxxxxxxxx.xxx
To: [Erica Kostyz](mailto:Erica.Kostyz)
Cc: [andra Rice](mailto:andra.Rice) , xxxxxxxx@xxxxxxxxxxxxxxx.xxx
Subject: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July , 2021 :00:22 AM
ttac me t : [-13-21 PRELIMI AR W RK H P MEE I G AGE A.pdf](#)
[-13-21 PRELIMI R REG LAR CM AGE A.pdf](#)

Erica-

On agenda- need memo on Communications Salary Adjustment (Amy Hall).

Also, I think Officer DeGraw needs to be a resolution. Check with Sandy please.

Also, OEM is putting a Mask policy out today, we may want to cover tin the

Meeting under communications. Sandy- opinion?

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxx.xxx

From: Erica Kostyz <ekostyz@bradleybeachnj.gov>

Sent: Tuesday, July 6, 2021 10:06 PM

To: Larry Fox <lfox@bradleybeachnj.gov>; Randy Bonnell <rbonnell@bradleybeachnj.gov>; Al Gubitosi <agubitosi@bradleybeachnj.gov>; Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; John Weber <jweber@bradleybeachnj.gov>; Kim Gonzales <kimberlymary07701@gmail.com>; Sandra Rice <srice@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>

Subject: 7/13/21 Preliminary Agendas

All,

Please see the attached drafts for 7/13.

Erica

From: [Andrea Rice](#)
To: [Larry Fox](#)
Cc: [Erica Kostyz](#) [XXXXXXXXXXXXXXXXXXXXXXX](#)
Subject: Re: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July 1, 2021 11:40 AM

There should also have a resolution for Jim's hire and Michelle will have some salary adjustments for the Class I and II Police officers.

On Wed, Jul 1, 2021 at 12:00 AM <[XXXX@XXXXXXXXXXXXXXXXXXXXXXX](#)> wrote:

Erica-

On agenda- need memo on Communications Salary Adjustment Amy Hall.

Also, I think Officer McGraw needs to be a resolution. Check with Sandy please.

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Meeting under communications. Sandy- opinion

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

[XXXX@XXXXXXXXXXXXXXXXXXXXXXX](#)

From: Erica Kostyz <ekostyz@bradleybeachnj.gov>
Sent: Tuesday, July 1, 2021 10:0 PM
To: Larry Fox <[XXXX@XXXXXXXXXXXXXXXXXXXXXXX](#)> Randy Connell

<xxxxxxxx@xxxxxxxxxxxxxxxxxx> Al Gubitosi <xxxxxxxx@xxxxxxxxxxxxxxxx> xim
Sexsmith <xxxxxxxx@xxxxxxxxxxxxxxxx> John eber <xxxxxx@xxxxxxxxxxxxxxxx> x
im Gon ales <kimberlymary0_xx@xxxxxx.xxx> Sandra Rice
<xxxxxx@xxxxxxxxxxxxxxxx> Gregannon <xxxxxxxx@xxxxxxxxxx>
Subject: 13 21 Preliminary Agendas

All,

Please see the attached drafts for 13.

Erica

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Sandy Rice, M O
orough of radley each
32- -2 ext 1014

From: [Erica Kostyz](#)
To: [Sandra Rice](#)
Cc: [Larry Fox](#) <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)>
Subject: Re: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July , 2021 9:00:03 AM

Michele just sent me the New Hire Employee Memo which includes Amy Hall's adjustment. I will do a resolution for eGraw.

On Wed, Jul , 2021 at 11:11 AM Sandra Rice <[xxxxxx@xxxxxxxxxxxxxxxxxxx](#)> wrote:
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Meeting under communications. Sandy- opinion

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Larry Fox

Mayor- Bradley Beach

908-693-4507

[xxxxx@xxxxxxxxxxxxxxxxxxx](#)

From: Erica Kosty <ekosty@bradleybeachnj.gov>
Sent: Tuesday, July 13, 2021 10:02 PM
To: Larry Cox <xxxx@xxxxxxxxxxxxxxxxxxxx>; Randy Connell
<xxxxxxxx@xxxxxxxxxxxxxxxxxxxx>; Al Gubitosi <xxxxxxxx@xxxxxxxxxxxxxxxxxxxx>; Jim
Sexsmith <xxxxxxxx@xxxxxxxxxxxxxxxxxxxx>; John Eber <xxxxxxx@xxxxxxxxxxxxxxxxxxxx>;
Jim Gonales <kimberlymary0_xx@xxxxxx.xxx>; Sandra Rice
<xxxxxx@xxxxxxxxxxxxxxxxxxxx>; Greg Annon <xxxxxxxx@xxxxxxxxxxxx.xxx>
Subject: 13 21 Preliminary Agendas

All,

Please see the attached drafts for 13.

Erica

--

Sandy Rice, M O
Township of Bradley Beach
32- -2 ext 1014

From: [Sandra Rice](#)
To: [Erica Kostyz](#)
Cc: [Larry Fox](#) [xxxxxxxxxxxxxxxxxxxxxxxxxxx](#)
Subject: Re: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July , 2021 9:15:09 AM

All,
In my very humble opinion. I think that our new administrator should be hired by resolution as well.
thoughts in

On Wed, Jul , 2021 at 10:00 AM Erica Kostyz <ekostyz@bradleybeachnj.gov> wrote:
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Larry Fox

Mayor- Bradley Beach

908-693-4507

XXXX@XXXXXXXXXXXXXXXXX.XXX

From: Erica Kosty <ekosty@bradleybeachnj.gov>
Sent: Tuesday, July 13, 2021 10:00 PM
To: Larry Cox <XXXX@XXXXXXXXXXXXXXXXX.XXX>; Randy Connell
<XXXXXXXX@XXXXXXXXXXXXXXXXX.XXX>; Al Gubitosi <XXXXXXXX@XXXXXXXXXXXXXXXXX.XXX>; Jim
Sexsmith <XXXXXXXX@XXXXXXXXXXXXXXXXX.XXX>; John Eber
<XXXXXX@XXXXXXXXXXXXXXXXX.XXX>; Kim Gonales <kimberlymary0_XX@XXXXXX.XXX>
Sandra Rice <XXXXXX@XXXXXXXXXXXXXXXXX.XXX>; Greg Annon <XXXXXXXX@XXXXXXXXXX.XX>
Subject: 13 21 Preliminary Agendas

All,

Please see the attached drafts for 13.

Erica

--

Sandy Rice, M O
Township of Bradley Beach
32- 222 ext 1014

--

Sandy Rice, M O
Township of Bradley Beach
32- 222 ext 1014

From: [Andrea Rice](#)
To: [Larry Fox](#)
Cc: [Erica Kostyz](#) [XXXXXXXXXXXXXXXXXXXXXXX](#)
Subject: Re: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July , 2021 :11:40 AM

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Mayor- Bradley Beach

908-693-4507

[XXXX@XXXXXXXXXXXXXXXXXXXXXXX](#)

From: Erica Kostyz <ekostyz@bradleybeachnj.gov>
Sent: Tuesday, July , 2021 10:0 PM
To: Larry Fox <[XXXX@XXXXXXXXXXXXXXXXXXXXXXX](#)> Randy Connell

<xxxxxxxx@xxxxxxxxxxxxxxxxxx> Al Gubitosi <xxxxxxxx@xxxxxxxxxxxxxxxx> xim
Sexsmith <xxxxxxxx@xxxxxxxxxxxxxxxx> John eber <xxxxxx@xxxxxxxxxxxxxxxx> x
im Gon ales <kimberlymary0_xx@xxxxxx.xxx> Sandra Rice
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Subject: 13 21 Preliminary Agendas

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Sandy Rice, M O
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32- -2 ext 1014

From: xxxx@xxxxxxxxxxxxxxxxxxx
To: [Erica Kostyz](mailto:Erica.Kostyz)
Subject: RE: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July , 2021 11:54:0 AM

I'd like to see that copy- I'll stop by-

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxxxxx

From: Erica Kostyz <ekostyz@bradleybeachnj.gov>
Sent: Wednesday, July 7, 2021 9:00 AM
To: Sandra Rice <srice@bradleybeachnj.gov>
Cc: Larry Fox <lfox@bradleybeachnj.gov>; khumphrey@bradleybeachnj.gov
Subject: Re: Add- FW: 7/13/21 Preliminary Agendas

Michele just sent me the New Hire Employee Memo which includes Amy Hall's adjustment. I will do a resolution for DeGraw.

On Wed, Jul 7, 2021 at 8:11 AM Sandra Rice <srice@bradleybeachnj.gov> wrote:

We should also have a resolution for Kim's Hire and Michelle will have some salary adjustments for the Class I and II Police officers.

On Wed, Jul 7, 2021 at 8:00 AM <lfox@bradleybeachnj.gov> wrote:

Erica-

On agenda- need memo on Communications Salary Adjustment (Amy Hall).

Also, I think Officer DeGraw needs to be a resolution. Check with Sandy please.

Also, OEM is putting a Mask policy out today, we may want to cover tin the Meeting under communications. Sandy- opinion?

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

XXXX@XXXXXXXXXXXXXXXXX.XXX

From: Erica Kostyz <ekostyz@bradleybeachnj.gov>

Sent: Tuesday, July 6, 2021 10:06 PM

To: Larry Fox <lfox@bradleybeachnj.gov>; Randy Bonnell <rbonnell@bradleybeachnj.gov>; Al Gubitosi <agubitosi@bradleybeachnj.gov>; Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; John Weber <jweber@bradleybeachnj.gov>; Kim Gonzales <kimberlymary07701@gmail.com>; Sandra Rice <srice@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>

Subject: 7/13/21 Preliminary Agendas

All,

Please see the attached drafts for 7/13.

Erica

--

Sandy Rice, CMFO

Borough of Bradley Beach

732-776-2999 ext 1014

From: xxxx@xxxxxxxxxxxxxxx.xxx
To: [sandra Rice](mailto:sandra.Rice)
Cc: xxxxxxx@xxxxxxxxxxxxxxx.xxx Erica Kostyz
Subject: RE: Add- W: 13 21 Preliminary Agendas
Date: Wednesday, July , 2021 11:5 :4 AM

Sandy-

I appreciate your comments; but I'll stop by with my rationale later.

Thanks

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxx.xxx

From: Sandra Rice <srice@bradleybeachnj.gov>
Sent: Wednesday, July 7, 2021 9:15 AM
To: Erica Kostyz <ekostyz@bradleybeachnj.gov>
Cc: Larry Fox <lfox@bradleybeachnj.gov>; khumphrey@bradleybeachnj.gov
Subject: Re: Add- FW: 7/13/21 Preliminary Agendas

All,

In my very humble opinion. I think that our new administrator should be hired by resolution as well.

Thoughts Kim?

On Wed, Jul 7, 2021 at 9:00 AM Erica Kostyz <ekostyz@bradleybeachnj.gov> wrote:

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Mayor- Bradley Beach
908-693-4507

XXXX@XXXXXXXXXXXXXXX.XXX

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Sent: Tuesday, July 6, 2021 10:06 PM

To: Larry Fox <lfox@bradleybeachnj.gov>; Randy Bonnell <rbonnell@bradleybeachnj.gov>; Al
Gubitosi <agubitosi@bradleybeachnj.gov>; Tim Sexsmith <tsexsmith@bradleybeachnj.gov>;
John Weber <jweber@bradleybeachnj.gov>; Kim Gonzales
<kimberlymary07701@gmail.com>; Sandra Rice <srice@bradleybeachnj.gov>; Greg Cannon
<gcannon@sobelhan.com>

Subject: 7/13/21 Preliminary Agendas

All,

Please see the attached drafts for 7/13.

Erica

--

Sandy Rice, CMFO
Borough of Bradley Beach
732-776-2999 ext 1014

--

Sandy Rice, CMFO

Borough of Bradley Beach
732-776-2999 ext 1014

From: [xxxx@xxxxxxxxxxxxxxxxxxx](#)
To: [Amy Hall](#)
Subject: RE: July th e sletter
Date: Wednesday, July , 2021 4:31:0 PM

I m working on it.....

Larry ox
Mayor- radley each
0 - 3-450
[xxxx@xxxxxxxxxxxxxxxxxxx](#)

-----Original Message-----

rom: Amy all <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)>
Sent: uesday, July , 2021 :45 AM
o: Larry ox <[xxxx@xxxxxxxxxxxxxxxxxxx](#)>
c: im Gon ales <[kimberlymary0 xx@xxxxx.xxx](#)> Leonard Guida
<[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> erry rowning <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)>
ana Mikaitis <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> iagio ofone
<[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> Shawn eeter <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)>
enneth alker <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> Michele hille
<[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> Erica osty <[ekosty @bradleybeachnj.gov](#)>
Alan Gubitosi <[xxxxxxx@xxxxx.xxx](#)> John eber
<[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> im Sexsmith <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)>
Randy onnell <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)> xxxxxxxx@xxx.xxx ynthia
ecker <[xxxxxxx@xxxxxxxxxxxxxxxxxxx](#)>
Subject: July th Newsletter

Good Morning,

ope you all enjoyed your weekend!

Please have any updates, events, information, reminders, etc to me by
tomorrow 5pm for the hursday newsletter.

hank you!
Amy

From: xxxx@xxxxxxxxxxxxxxxx.xxx
To: [Amy Hall](#)
Subject: July message
Date: Wednesday, July , 2021 5:03:5 PM
Attachment: [July Message.docx](#)

5:03, not too late!

Larry Fox

Mayor- Bradley Beach

908-693-4507

xxxx@xxxxxxxxxxxxxxxx.xxx

From: [xxxx@xxxxxxxxxxxxx.xxx](#)
To: [Erica Kostyz](#)
Subject: PRA Re uest
Date: hursday, July , 2021 10:2 :5 AM
ttac me t : [Re e usiness Administrator.msg](#)
[Re Maritime orest Media Alert.msg](#)
[ead ish Issue.msg](#)
[d Alarming umber of ead ish in Local Waters.msg](#)
[Re radley each Main t Rt 1 Par ing.msg](#)
[Re radley each Main t Rt 1 Par ing.msg](#)
[Re grant.msg](#)
[Re grant.msg](#)
[Re Contact Info.msg](#)
[Re usiness Roundtable- radley each.msg](#)
[Re usiness Roundtable- radley each.msg](#)
[Re usiness Roundtable- radley each.msg](#)
[Re han ou from the eniors-.msg](#)
[d Expiring legislation.msg](#)
[Re han ou from the eniors-.msg](#)
[Re accination re uest.msg](#)
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[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re Congratulations and next steps.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)
[Re accination re uest.msg](#)

Here you go!

From: [xxxxxxxxx@xxxxxxxxxxxxxxxxx.xxx](#)
To: [andra Rice](#)
Cc: [Larry ox](#), [Kim Gonzales](#)
Subject: Aerial operations Maintenance report
Date: Thursday, July , 2021 1:49:40 PM

Councilman Weber is Bcc'd.

Sandy,

Thanks for being the intermediary on this, and getting me the report from the BBFD. I don't know if you have read it, but in my mind, it raises more questions than it answers. I will provide the report to Kim when she is in position.

Before we consider attempting to drive this vehicle to be repaired in PA, Kim said she knew of some in-state resources that may be capable of performing the repairs. We should investigate those local resources first. Additionally, I think we should do a similar review on the aging pumper (built in 1983), and conduct an overall review with the new BA, to plot out a strategic BBFD apparatus plan moving forward. This would also be a good opportunity to initiate a study to determine what equipment our FD actually needs given the size/makeup of the community, the available equipment maintained by our mutual aid partners, and any impact retiring equipment may have on local fire insurance rates.

The Fire Department is not being shy, their first recommendation is to scrap this aerial, and purchase a new quint (combination aerial and pumper ~\$2M). Of course that purchase won't alleviate the continuing inability to turnout sufficient firefighters to man an aerial; meaning the quint will potentially be mostly be used as an overpriced pumper.

Thanks again, and have a great day,
Tim

From: [xxxxxxxx@xxxxxxxxxxxxxx.xxx](#)
To: [andra Rice](#)
Cc: [Larry ox](#) [Kim Gonzales](#)
cc: [j_xxxx@xxxxxxxxxxxxxx.xxx](#)
Subject: Aerial operations Maintenance report
Date: hursday, July , 2021 1:49:40 PM

Councilman Weber is Bcc'd.

Sandy,

Thanks for being the intermediary on this, and getting me the report from the BBFD. I don't know if you have read it, but in my mind, it raises more questions than it answers. I will provide the report to Kim when she is in position.

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Thanks again, and have a great day,
Tim

From: xxxxxxxxx@xxxxxxxxxxxxxxxxx.xxx
To: [andra Rice](mailto:sandra.Rice)
Subject: W: Aerial operations Maintenance report
Date: hursday, July , 2021 5:24:20 PM

As I reread this report, I realized he didn't answer one of my questions, which is how many times in the last 2 years the aerial has responded to an actual call.

If you wouldn't mind asking him.

Thanks,
Tim

From: tsexsmith@bradleybeachnj.gov <tsexsmith@bradleybeachnj.gov>
Sent: Thursday, July 8, 2021 1:50 PM
To: 'Sandra Rice' <srice@bradleybeachnj.gov>
Cc: 'Larry Fox' <lfox@bradleybeachnj.gov>; 'Kim Gonzales' <kimberlymary07701@gmail.com>
Subject: BBFD Aerial operations/Maintenance report

Councilman Weber is Bcc'd.

Sandy,

Thanks for being the intermediary on this, and getting me the report from the BBFD. I don't know if you have read it, but in my mind, it raises more questions than it answers. I will provide the report to Kim when she is in position.

Before we consider attempting to drive this vehicle to be repaired in PA, Kim said she knew of some in-state resources that may be capable of performing the repairs. We should investigate those local resources first. Additionally, I think we should do a similar review on the aging pumper (built in 1983), and conduct an overall review with the new BA, to plot out a strategic BBFD apparatus plan moving forward. This would also be a good opportunity to initiate a study to determine what equipment our FD actually needs given the size/makeup of the community, the available equipment maintained by our mutual aid partners, and any impact retiring equipment may have on local fire insurance rates.

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Thanks again, and have a great day,
Tim

From: [xxxx@xxxxxxxxxxxxxxx.xxx](#)
To: [Erica Kostyz](#)
Cc: [xxxxxxxx@xxxxxxxxxxxxxxx.xxx](#); [andra Rice](#)
Subject: W: Add- W: 13 21 Preliminary Agendas
Date: riday, July 9, 2021 5:29:00 AM

Let's align this morning. For the reasons provided on Wednesday, I have no issue with resolution route for Officer DeGraw and Ms. Humphrey.
Best-

Larry Fox

Mayor- Bradley Beach
908-693-4507

[xxxx@xxxxxxxxxxxxxxx.xxx](#)

From: Sandra Rice <srice@bradleybeachnj.gov>
Sent: Wednesday, July 7, 2021 8:12 AM
To: Larry Fox <lfox@bradleybeachnj.gov>
Cc: Erica Kostyz <ekostyz@bradleybeachnj.gov>; khumphrey@bradleybeachnj.gov
Subject: Re: Add- FW: 7/13/21 Preliminary Agendas

We should also have a resolution for Kim's Hire and Michelle will have some salary adjustments for the Class I and II Police officers.

On Wed, Jul 7, 2021 at 8:00 AM <lfox@bradleybeachnj.gov> wrote:

Erica-

On agenda- need memo on Communications Salary Adjustment (Amy Hall).

Also, I think Officer DeGraw needs to be a resolution. Check with Sandy please.

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Meeting under communications. Sandy- opinion?

Thanks-

Larry Fox

Mayor- Bradley Beach

908-693-4507

XXXX@XXXXXXXXXXXXXXXXX.XXX

From: Erica Kostyz <ekostyz@bradleybeachnj.gov>

Sent: Tuesday, July 6, 2021 10:06 PM

To: Larry Fox <lfox@bradleybeachnj.gov>; Randy Bonnell <rbonnell@bradleybeachnj.gov>; Al Gubitosi <agubitosi@bradleybeachnj.gov>; Tim Sexsmith <tsexsmith@bradleybeachnj.gov>; John Weber <jweber@bradleybeachnj.gov>; Kim Gonzales <kimberlymary07701@gmail.com>; Sandra Rice <srice@bradleybeachnj.gov>; Greg Cannon <gcannon@sobelhan.com>

Subject: 7/13/21 Preliminary Agendas

All,

Please see the attached drafts for 7/13.

Erica

--

Sandy Rice, CMFO

Borough of Bradley Beach

732-776-2999 ext 1014

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[illegible]

[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]

[REDACTED]

- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [Sandra Rice](#)
To: [XXXXXXXXXX@XXXXXXXXXXXXXXXXXX.XXX](#)
Subject: Re: W: Aerial operations Maintenance report
Date: Friday, July 9, 2021 10:54:5 AM

Good morning Jim,
I reached out to him, I will let you know as soon as I hear back.

On Thursday, July 8, 2021 at 5:24 PM <[XXXXXXXXXX@XXXXXXXXXXXXXXXXXX.XXX](#)> wrote:

As I reread this report, I realized he didn't answer one of my questions, which is how many times in the last 2 years the aerial has responded to an actual call.

If you wouldn't mind asking him.

Thanks,

Jim

From: [XXXXXXXXXX@XXXXXXXXXXXXXXXXXX.XXX](#) <[XXXXXXXXXX@XXXXXXXXXXXXXXXXXX.XXX](#)>
Sent: Thursday, July 8, 2021 1:50 PM
To: Sandra Rice <[XXXXXX@XXXXXXXXXXXXXXXXXX.XXX](#)>
Cc: Larry Cox <[XXXX@XXXXXXXXXXXXXXXXXX.XXX](#)> Jim Gonales
<[kimberlymary0000@XXXXXX.XXX](#)>
Subject: Aerial operations Maintenance report

Councilman Eber is cc'd.

Sandy,

Thanks for being the intermediary on this, and getting me the report from the [redacted]. I don't know if you have read it, but in my mind, it raises more questions than it answers. I will provide the report to Jim when she is in position.

Before we consider attempting to drive this vehicle to be repaired in PA, Jim said she knew

of some in-state resources that may be capable of performing the repairs. We should investigate those local resources first. Additionally, I think we should do a similar review on the aging pumper built in 1983, and conduct an overall review with the new A, to plot out a strategic apparatus plan moving forward. This would also be a good opportunity to initiate a study to determine what equipment our community actually needs given the size makeup of the community, the available equipment maintained by our mutual aid partners, and any impact retiring equipment may have on local fire insurance rates.

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Thanks again, and have a great day,

Jim

--

Sandy Rice, M O
Trough of Bradley Beach
32-222 ext 1014

From: [Amy Hall](#)
To: [Larry Cox](#)
Cc: [Kim Gonzales](#) [John Weber](#) [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#)
Subject: fishing each edge
Date: Monday, July 12, 2021 3:24 PM

ey,

After some time looking through the ordinances and talking with Shawn Heeter, we cannot locate any language that states fishermen do not need a badge to fish.

If someone could clarify that would be great and I can update the website.

Thanks, all!

Amy

From: [Amy Hall](#)
To: [Larry Cox](#)
Cc: [Kim Gonzales](#) [John Weber](#) [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#)
Subject: fishing each edge
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To: [Larry Cox](#)
Cc: [Kim Gonzales](#) [John Weber](#) [Al Gubitosi](#) [Randy Connell](#) [Jim Exsmith](#)
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If someone could clarify that would be great and I can update the website.

Thanks, all!

Amy

From: [Kim Gonzales](#)
To: [Amy Hall](#)
Cc: [Larry Ox](#)
Subject: Re: fishing each edge
Date: Monday, July 12, 2021 4:22:49 PM

Amy,

I hope all is great! Can't wait to meet you.

Could you mind using my Bradley each email address going forward

xxxxxxxx@xxxxxxxxxxxxxxxxxxx

Thanks so much!

Kim

On Mon, Jul 12, 2021, 3:20 PM Amy Hall <xxxxxxxx@xxxxxxxxxxxxxxxxxxx> wrote:

Hey,

After some time looking through the ordinances and talking with Shawn Heeter, we cannot locate any language that states fishermen do not need a badge to fish.

If someone could clarify that would be great and I can update the website.

Thanks, all!

Amy

From: [Amy Hall](#)
To: [Kim Gonzales](#)
Cc: [Larry Ox](#)
Subject: Re: fishing each adge
Date: Monday, July 12, 2021 5:09:35 PM

Of course! Sorry about that :

Sent from my iPhone

On Jul 12, 2021, at 4:23 PM, Kim Gonzales <kimberlymary01xx@xxxxxx.xxx> wrote:

Amy,

I hope all is great! Can't wait to meet you.

Could you mind using my Bradley each email address going forward

xxxxxxxx@xxxxxxxxxxxxxxxxxxx

Thanks so much!

Kim

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Thanks, all!

Amy

From: [Randy Connell](#)
To: [Kimberly Humphrey](#) [Kim Gonzales](#) [Giorgio Cofone](#)
Cc: [Al Gubitosi](#)
Subject: e ar peeding
Date: Wednesday, July 14, 2021 2:50:13 PM
Attachment: [12 Solid Plastic Speedump Traffic Safety Store.pdf](#)

Jim G,

See attached quick fix for Newark speeders. Jerry may have a product he prefers but these are probably a week or so lead time. In the long term we should consider integral asphalt, we could coordinate that with the life expectancy of a mechanically fastened product.

These would also provide data on whether selected locations are the best, or if we need to rethink locations for the integral asphalt.

From: [Paula Gavin](#)
To: [Larry Cox](#) [Kim Gonzales](#)
Cc: [Ed Mulligan](#) [Paula Gavin](#)
Subject: A onundraising Proposal from the Bradley Beach Business Community Alliance
Date: Thursday, July 15, 2021 10:30:01 AM
Attachment: [on Recycle and Reuse day.docx](#)
[untitled.txt](#)

Greetings Mayor Larry and Administrator Jim

The Civic Engagement Committee is recommending a Recycle, Repurpose, Reuse day in late August to support the Alliance. Resident Ed Mulligan is leading and is the terrific creator of the idea. Please see attached. We would love to discuss as soon as possible.

All the best and thanks as always. Paula

From: xxxx@xxxxxxxxxxxxxxx.xxx
To: [Paula Gavin](#) [Kim Gonzales](#)
Cc: [Ed Mulligan](#)
Subject: RE: A own undraising Proposal from the radley each usiness Community Alliance
Date: hursday, July 15, 2021 :0 :19 PM

Paula-

Maybe we can discuss at our 11:00 tomorrow. Sounds like a nice idea. The question I have is whatever doesn't get picked- does it go back to the owners. I had a recent discussion with P on a fall pick-up - VER expensive tedious.
est-
L

See you tomorrow

Larry ox
Mayor- radley each
0 - 3-450
xxxx@xxxxxxxxxxxxxxx.xxx

-----Original Message-----

From: Paula Gavin <paulagavin10@gmail.com>
Sent: hursday, July 15, 2021 :30 AM
To: Larry ox <xxxx@xxxxxxxxxxxxxxx.xxx> Kim Gonzales <kimberlymary0xx@xxxxx.xxx>
Cc: Ed Mulligan <xxxxxxxxxxxx@xxxxx.xxx> Paula Gavin <paulagavin10@gmail.com>
Subject: A own undraising Proposal from the radley each usiness community Alliance

Greetings Mayor Larry and Administrator Jim

The Civic Engagement Committee is recommending a Recycle, Repurpose, Reuse day in late August to support the Alliance. Resident Ed Mulligan is leading and is the terrific creator of the idea. Please see attached. We would love to discuss as soon as possible.

All the best and thanks as always. Paula

From: xxxx@xxxxxxxxxxxxxxx.xxx
To: [Paula Gavin](#) [Kim Gonzales](#)
Cc: [Ed Mulligan](#)
Subject: RE: A own undraising Proposal from the radley each usiness Community Alliance
Date: hursday, July 15, 2021 :0 :19 PM

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Larry ox
Mayor- radley each
0 - 3-450
xxxx@xxxxxxxxxxxxxxx.xxx

-----Original Message-----

From: Paula Gavin <paulagavin10@gmail.com>
Sent: hursday, July 15, 2021 :30 AM
To: Larry ox <xxxx@xxxxxxxxxxxxxxx.xxx> Kim Gonzales <kimberlymary0xx@xxxxx.xxx>
Cc: Ed Mulligan <xxxxxxxxxxxx@xxxxx.xxx> Paula Gavin <paulagavin10@gmail.com>
Subject: A own undraising Proposal from the radley each usiness community Alliance

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From: [Kim Gonzales](#)
To: [Paula Gavin](#)
Cc: [Larry ox](#) [Ed Mulligan](#)
Subject: Re: A ownundraising Proposal from the radley each usiness Community Alliance
Date: hursday, July 15, 2021 9:13:51 PM

Paula,

ould you mind resending but remove my personal email and change it to my
[xxxxxxxxxx@xxxxxxxxxxxxxxxxxxxxxxx.xxx](#)
Much appreciated!
im

On hu, Jul 15, 2021, :04 PM Paula Gavin <paulagavin10@gmail.com> wrote:
es, let's discuss. hatever diodes not get picked up is picked up by P .
All the best. Paula

> On Jul 15, 2021, at :0 PM, [xxxxx@xxxxxxxxxxxxxxxxxxxxxxx.xxx](#) wrote:

>

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> owners. I had a recent discussion with P on a fall pick-up - VER

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> est-

> L

>

> See you tomorrow

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> Larry ox

> Mayor- radley each

> 0 - 3-450

> [xxxxx@xxxxxxxxxxxxxxxxxxxxxxx.xxx](#)

>

> -----Original Message-----

> rom: Paula Gavin <paulagavin10@gmail.com>

> Sent: hursday, July 15, 2021 :30 AM

> o: Larry ox <[xxxxx@xxxxxxxxxxxxxxxxxxxxxxx.xxx](#)> im Gon ales

> <[kimberlymary0_xx@xxxxxx.xxx](#)>

> c: Ed Mulligan <[xxxxxxxxxxxxxxxxxxxxxxx@xxxxxx.xx](#)> Paula Gavin

> <paulagavin10@gmail.com>

> Subject: A ownundraising Proposal from the radley each usiness

> ommunity Alliance

>

> Greetings Mayor Larry and Administrator im

>

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From: Paula Gavin
To: Kim Gonzales
Cc: Larry Cox, Ed Mulligan
Subject: Re: A own fundraising Proposal from the Bradley Beach Business Community Alliance
Date: Thursday, July 15, 2021 9:21:55 PM

Of course. All the best. Paula

On Jul 15, 2021, at 10:14 PM, Kim Gonzales <kimberlymary0123456789@xxxxxx.xxx> wrote:

Paula,

Could you mind resending but remove my personal email and change it to my
XXXXXXXXXX@XXXXXXXXXXXXXXXXXX.XXX
Much appreciated!
Kim

On Thu, Jul 15, 2021, 10:04 PM Paula Gavin <paulagavin10@gmail.com> wrote:
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> On Jul 15, 2021, at 10:00 PM, XXXX@XXXXXXXXXXXXXXXXXX.XXX wrote:
>
> Paula-
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> question I have is whatever doesn't get picked- does it go back to the
> owners. I had a recent discussion with P on a fall pick-up - VER
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> Best-
> L
>
> See you tomorrow
>
> Larry Cox
> Mayor- Bradley Beach
> 707-345-4500
> XXXX@XXXXXXXXXXXXXXXXXX.XXX
>
> -----Original Message-----
> From: Paula Gavin <paulagavin10@gmail.com>
> Sent: Thursday, July 15, 2021 10:30 AM
> To: Larry Cox <XXXX@XXXXXXXXXXXXXXXXXX.XXX>, Kim Gonzales
> <kimberlymary0123456789@xxxxxx.xxx>
> Cc: Ed Mulligan <XXXXXXXXXXXXXXXXXX@xxxxxx.xxx>, Paula Gavin
> <paulagavin10@gmail.com>
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> day in late August to support the Alliance. Resident Ed Mulligan is leading
> and is the terrific creator of the idea. Please see attached. We would love
> to discuss as soon as possible.
>
> All the best and thanks as always. Paula
>
>

From: [Heidi Modjeski](#)
To: [Randy Connell](#)
Cc: [Kimberly Humphrey](#) [Kim Gonzales](#) [Giorgio Cofone](#) [Al Gubitosi](#)
Subject: Re: car speeding
Date: Friday, July 16, 2021 10:32:33 AM

Thank you so much for prioritizing this safety concern!!! I just received news that another child was struck by a car in Shark River and is in intensive care now with critical injuries. While it's not in our community- it is only a stone's throw away, and the residents there have been expressing their safety concerns with people speeding through their community for some time as well! Apparently we have faster drivers here now and need to look at street safety differently going forward.

Also I know you all have a lot to juggle, and I appreciate all you do! But I hope for the sake of process and procedure, that our community's safety concerns always take precedence going forward. This should have been a priority item before the summer season.

Thanks - Heidi

Sent from my iPhone

> On Jul 14, 2021, at 2:50 PM, Randy Connell <xxxxxxxx@xxxxxxxxxxxxxxx.xxx> wrote:
>
>
> Jim G,
> See attached quick fix for Newark speeders. Jerry may have a product he prefers but these are probably a week or so lead time. In the long term we should consider integral asphalt, we could coordinate that with the life expectancy of a mechanically fastened product. These would also provide data on whether selected locations are the best, or if we need to rethink locations for the integral asphalt.
> <12 Solid Plastic Speed Bump _ Traffic Safety Store.pdf>

From: [Erica Kostyz](#)
To: [Larry Cox](#) [Randy Connell](#) [Al Gubitosi](#) [Jim Exsmith](#) [John Weber](#) [Kimberly Humphrey](#) [Andrea Rice](#) [Greg Cannon](#)
Subject: -2 -21 Council Meeting Packet
Date: Friday, July 23, 2021 4:2 :50 PM
Attachment: [-2 -21 Workshop Page AC CIL A I G C MME EEMPL E A I .pdf](#)
[-2 -21 CM AGE A.pdf](#)
[R 2021-14 Amending Chapter 450 oning to Greater Regulate temporary Commercial signage RE I E for A P on -2 -21 .pdf](#)
[R 2021-1 Amending Chap 9 raffic to Implement e Regulations on 2nd and 3rd Aves bet een Main Hammond A I R CE on .21.21 1 .pdf](#)
[R 2021-20 orough of radley each RGEA rdinance A P -2 -21 .pdf](#)
[R 2021-21 Amending Chap 123 eachfront to Extend ime Period or torage Loc ers A P -2 -21 .pdf](#)
[R 2021-22 Amending Chap 425 rees for C Clarifications and Adjustments I R .2 .21 .pdf](#)
[-2 -21 EA AL EMPL EE MEM CAMP C CEL R .pdf](#)
[RE 2021-1 ILL LI -2 -21.pdf](#)
[RE 2021-1 A ERPA ME RE 315 EWARK A E E.pdf](#)
[RE 2021-1 A EWA A I I AL GA ME I A I E I .pdf](#)
[RE 2021-1 9 Chapter 159 Acceptance ody-Worn Camera.pdf](#)
[RE 2021-190 C AL ER A E MEM ER E K K AR CH.pdf](#)
[RE 2021-191 APP I I G C GAL ER A E C R I A R.pdf](#)
[RE 2021-192 CM A E RE CHE LE RA G .pdf](#)
[RE 2021-193 Increasing C alary Providing tipend as Interim oro Admin to andra Rice.pdf](#)
[RE 2021-194 Approving usiness Community Alliance igns at Riley Par ceanfront Gazebo.pdf](#)
[-13-21 Workshop MEE I G MI E .pdf](#)
[-13-21 CM MI E .pdf](#)
[-13-21 E EC I E E I .pdf](#)

All,

Please see the attached, have a great weekend!

P.S. All documents have been posted to the website with the exception of the minutes.

Erica

From: [Erica Kostyz](#)
To: [Larry Cox](#) [Randy Connell](#) [Al Gubitosi](#) [Jim Exsmith](#) [John Weber](#) [Kimberly Humphrey](#) [Andrea Rice](#) [Greg Cannon](#)
Subject: -2 -21 Council Meeting Packet
Date: Friday, July 23, 2021 4:21:50 PM
Attachment: -2 -21 Workshop Page A C CIL A I G C MME EEMPL E A I .pdf
-2 -21 CM AGE A.pdf
R 2021-14 Amending Chapter 450 relating to Greater Regulate temporary Commercial signage RE I E for A P on -2 -21 .pdf
R 2021-1 Amending Chap 9 Traffic to Implement the Regulations on 2nd and 3rd Aves between Main Hammond A I R CE on .21.21 .1 .pdf
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R 2021-21 Amending Chap 123 eachfront to Extend time Period for storage Loc ers A P -2 -21 .pdf
R 2021-22 Amending Chap 425 fees for C Clarifications and Adjustments I R .2 .21 .pdf
-2 -21 EA AL EEMPL EE MEM CAMP C CEL R .pdf
RE 2021-1 ILL LI -2 -21.pdf
RE 2021-1 A ERPA ME RE 315 EWARK A E E.pdf
RE 2021-1 A EWA A I I AL GA ME I A I E I .pdf
RE 2021-1 9 Chapter 159 Acceptance ody-Worn Camera.pdf
RE 2021-190 C AL ER A E MEM ER E K K AR CH.pdf
RE 2021-191 APP I I G C GAL ER A E C R I A R.pdf
RE 2021-192 CM A E RE CHE LE RA G .pdf
RE 2021-193 Increasing C alary Providing tipend as Interim oro Admin to andra Rice.pdf
RE 2021-194 Approving usiness Community Alliance igns at Riley Par ceanfront Gazebo.pdf
-13-21 Workshop Page MEE I G MI E .pdf
-13-21 CM MI E .pdf
-13-21 E EC I E E I .pdf

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Erica

From: [Erica Kostyz](#)
To: [Larry Cox](#) [Randy Connell](#) [Al Gubitosi](#) [Jim Exsmith](#) [John Weber](#) [Kimberly Humphrey](#) [Andrea Rice](#) [Greg Cannon](#)
Subject: -2 -21 Council Meeting Packet
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R 2021-21 Amending Chap 123 eachfront to Extend time Period for storage Loc ers A P -2 -21 .pdf
R 2021-22 Amending Chap 425 fees for C Clarifications and Adjustments I R .2 .21 .pdf
-2 -21 EA AL EMPL EE MEM CAMP C CEL R .pdf
RE 2021-1 ILL LI -2 -21.pdf
RE 2021-1 A ERPA ME RE 315 EWARK A E E.pdf
RE 2021-1 A EWA A I I AL GA ME I A I E I .pdf
RE 2021-1 9 Chapter 159 Acceptance ody-Worn Camera.pdf
RE 2021-190 CAL ER A E MEM ER E K K AR CH.pdf
RE 2021-191 APP I I G C GAL ER A E C R I A R.pdf
RE 2021-192 CM A ERE CHE LE RA G .pdf
RE 2021-193 Increasing C alary Providing tipend as Interim oro Admin to andra Rice.pdf
RE 2021-194 Approving usiness Community Alliance igns at Riley Par ceanfront Gazebo.pdf
-13-21 W RK H P MEE I G MI E .pdf
-13-21 CM MI E .pdf
-13-21 E EC I E E I .pdf

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Erica

From: [Erica Kostyz](#)
To: [Larry Cox](#) [Randy Connell](#) [Al Gubitosi](#) [Jim Exsmith](#) [John Weber](#) [Kimberly Humphrey](#) [Andrea Rice](#) [Greg Cannon](#)
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RE 2021-1 A ERPA ME RE 315 EWARK A E E.pdf
RE 2021-1 A EWA A I I AL GA ME I A I E I .pdf
RE 2021-1 9 Chapter 159 Acceptance Body-Worn Camera.pdf
RE 2021-190 C AL ER A E MEM ER E K K AR CH.pdf
RE 2021-191 APP I I G C GAL ER A E C R I A R.pdf
RE 2021-192 CM A E RE CHE LE RA G .pdf
RE 2021-193 Increasing C alary Providing stipend as Interim pro Admin to Andrea Rice.pdf
RE 2021-194 Approving business Community Alliance signs at Riley Park Oceanfront Gazebo.pdf
-13-21 Workshop Page MEE I G MI E .pdf
-13-21 CM MI E .pdf
-13-21 E EC I E E I .pdf

All,

Please see the attached, have a great weekend!

P.S. All documents have been posted to the website with the exception of the minutes.

Erica

From: [ociety for Human Resource Management](#)
To: [dbro_x@xxxxxxxxxxxxxxx.xxx](#)
Subject: HRM Member et or igest for aturday August , 2021
Date: aturday, August , 2021 12:33:4 PM

S e m e e t o

[Post New Message](#)

u

is ussions

started 1 hours ago, [Karen indner](#) (0 replies)

uition eim u sement o am

1. [Do you offer Tuition Reimbursement at your...](#) Karen indner

started 20 hours ago, [rebecca young](#) (0 replies)

u eau o a o Statisti s nnual Su e

2. ['ve received a bunch of correspondence from...](#) rebecca young

started 20 hours ago, Anonymous (1 reply)

m lo ee Com laint

3. [Employee wanted to speak to myself and...](#) Anonymous

. [The only thing would provide is a copy of...](#) Anonymous

started 20 hours ago, Anonymous (0 replies)

C Su si

. [Hi all, f we term someone involuntarily...](#) Anonymous

started 21 hours ago, [Michelle Ma ury](#) (0 replies)

a o S o ta e i e s a e ouse el

6. [Hello, We are struggling to find candidates...](#) Michelle Ma ury

started 21 hours ago, Anonymous (0 replies)

o an ee s oti e o e a tment ea

7. [Hello, We have a resignation policy in...](#) Anonymous

started 21 hours ago, [Susan Allen](#) (1 reply)

ate nit ea e

8. [What do other companies typically do for...](#) Susan Allen

. [don't know California](#) Anonymous

started 22 hours ago, Michelle Ma ury (0 replies)

i i e a in S stem



10. Hello, Does anyone know of any programs that... Michelle Ma ury

started 22 hours ago, Charise Bos (2 replies)

am loo in o easona le sus i ion t ainin o su e iso s



11. Hello, am wondering what other H.R.... Charise Bos

12. We have online training as part of our insurance... Carrie Wagar

13. Thanks much. Charise Charise Bos H.R.... Charise Bos

started 22 hours ago, Anonymous (0 replies)

ust a ent



1 . Over the past two weeks, my top management... Anonymous

started 22 hours ago, Anonymous (2 replies)

m lo ee sin le out



1 . Hello we are an engineering company with... Anonymous

16. would say very carefully. Not trying to be... Carrie Wagar

17. Message Shirrie Hays

started 23 hours ago, Anonymous (0 replies)

i S e ule tions est a ti es



18. As businesses are returning to the offices... Anonymous

started 23 hours ago, Anonymous (1 reply)

m lo ees an at ot e em lo ees o ettin si



1 . Hello, Some of our employees are... Anonymous

20. We have a sick policy and if someone feels... Anonymous

started 23 hours ago, Keri Mowrer (0 replies)

nnual n enti e lans n one illin to s a e



21. Hi All am looking for anyone that would be... Keri Mowrer

started yesterday, Anonymous (11 replies)

nline i e sit nti a asment ainin



22. Hello fellow department of one.... have 0... Patty Mangione

23. Our Company used MRA for harassment... Anonymous

2 . Hi. My company offers this, but the se ual... Jennifer Pawlak

2 . What state are you in Sheree onzales

26. We are in California and use Anonymous

27. After reviewing a dozen different Harassment... Therese Clear

28. We're in California used Compliance Training... Jaclyn Casale

2 . We use Easy lama and are very happy with... Anonymous

30. ou should check with your nsurance provider,... Maria Mora
31. have been happy with Traliant and the online... Erica Keith
32. We're in California and after a lot of looking ... Beth Suess

started yesterday, Anonymous (7 replies)

- ots o sen es o to s ote
33. agree with ADA. So that he doesn't clock... Anonymous
- 3 . s he within his probationary period and if... Anonymous
- 3 . OP, to clarify. ou are a FM A covered... Anonymous
36. He needs to be terminated. That is... Anonymous

started yesterday, Helen uinones (0 replies)

- onouns in t e inte ie o ess
37. start the interview with introducing my self... Paige nangst

started yesterday, Anonymous (3 replies)

- on etu n o la to e em lo ee in anot e it
38. ou could always get an attorney to send... Anonymous
- 3 . Send an email and or registered mail that... Anonymous

started yesterday, Anonymous (2 replies)

- S anis s ea in an i ate
0. First concern would have is if no one... Anonymous
1. actually e perienced something somewhat... Julia Byard

started yesterday, Anonymous (1 reply)

- C o e i i ation
2. ou need the doctor's certification of... Anonymous

started yesterday, eslie Tollefson (replies)

- i e o noo
3. eslie, Here is my checklist for name... ☐ Anonymous
- . Welcome to the world of HR As someone who's... ictoria Co
- . This is great, thank you so much eslie Tollefson
6. ictoria, you don't know how much your last... eslie Tollefson

started yesterday, Anonymous (replies)

- nte ie s an Call outs
7. had an applicant that completed their... Patricia Selley
8. have had some doozies, the most recent... Anonymous
- . Oh my goodness, so many The most notable though... Catherine Berg
0. have found since oined the HR world there... Carrie Wagar
1. And here was, sad because 've had 3 no... Anonymous

started yesterday, Anonymous (replies)

Ile al liens



2. t's a great resource to verify. ery painless.... Mary Burke
3. The social security verification system is very... Jennifer Pawlak
- . We use E erify on the H R side and Payroll... Anonymous

started 2 days ago, [Helen uinones](#) (2 replies)

onouns in t e inte ie o ess



- . Hi Helen Kudos to you and your org for... Catherine Berg
6. No. Ridiculous. Anonymous
7. 1000 agree with Catherine's approach Have... sha Tohill

started 2 days ago, [Christi Foti](#) (7 replies)

Co i as oli



8. We are a Tribal Casino so we have kept our mask... Maryellen Cooke

started 2 days ago, Anonymous (11 replies)

a te se a ation o em lo ment



- . Following is our policy: ACAT ON... Anonymous

started 3 days ago, Anonymous (8 replies)

on m lo ee m e sonatin e uite



60. Actually saw this happen in a previous ob.... Anonymous

started 3 days ago, [Sheree onzales](#) (replies)

ea tlan a oll



61. This is e actly why we switched to... Anonymous

started 3 days ago, Anonymous (replies)

i in ino s anu a tu in



62. ocated in Florida anessa omez

started 10 days ago, [Ruth Sheehan](#) (2 replies)

a oll o i es Ce i ian s a o



63. We've been with Paycor for 2. years they were... Jaclyn Casale

started 16 days ago, [Robyn Smith](#) (8 replies)

C istmas i ts



- 6 . Wine Country ift Baskets has a complete... Raquel regory

[top](#)

[ne t](#)

1. Tuition Reimbursement Program

[Reply to Group](#)[Reply to Sender](#)

Aug 6, 2021 : PM
[Karen Lindner](#)

Do you offer Tuition Reimbursement at your business? What conditions are they eligible to receive reimbursement? Do they need to stay employed with you for one year, two years etc.? Dollar Limits?

Thank you,

Karen Lindner

Vice President, Human Resource Manager

The National Bank of Texas

5550 N. Riverside Dr

Fort Worth, TX 76137-6969

817-752-2303 direct

817-759-9001 main

817-894-5877 cell

klindner@nbt.bank



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email to our online site via comment box
located on the site

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2. Bureau of Labor Statistics Annual Survey

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 10:06 PM

[rebecca young](#)

I've received a bunch of correspondence from AnnualRefilingSurvey bls.gov to go to their website, get some login password, and complete some sort of survey. I have never had to do this before. As this is mandatory I have tried googling, the FAQs, etc and can't get a straight answer.

We're in Ohio, Michigan, Tennessee, Texas, Indiana, and Pennsylvania and I got different emails. I am always cautious to give out any more information than we need to.

Does anybody know what I should do with these? Do you know if they are mandatory or optional? I've gone through the website and in true government fashion, while it has a lot of information none of it is particularly helpful.

Annual Refiling Survey

Bls

Annual Refiling Survey



Every three years, your state agency and the U.S. Bureau of Labor Statistics request that you verify general business information about your firm to help us maintain accurate records. Your cooperation is essential so that we are able to produce data that are complete, accurate, and timely.

[View this on Bls](#)

rebecca young

ThermalTech Engineering Inc.

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3. [Employee Complaint](#)

[Reply to group](#)



Aug 6, 2021 3: 1 PM
Anonymous

Employee wanted to speak to myself and upper management regarding a complaint against his supervisor. He stated that he was told that if he filed a complaint that HR would give him a copy of said complaint and he can then turn in his complaint to some outside company but couldn't remember the name. Now he is asking for a copy of his complaint have never had an employee ask for something like this has anyone else if you have what did you provide to that employee or how did you address if you do not provide and have been asked.

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. [Re: Employee Complaint](#)

[Reply to group](#)



Aug 6, 2021 10:08 PM
Anonymous

The only thing I would provide is a copy of something the EE signed. Nothing else.

e I to ou nline ie ea e ommen o a
la as na o iate

Original Message:

Sent: 08/06/2021 1 : 0

From: Anonymous

Subject: Employee Complaint

Employee wanted to speak to myself and upper management regarding a complaint against his supervisor. He stated that he was told that if he filed a complaint that HR would give him a copy of said complaint and he can then turn in his complaint to some outside company but couldn't remember the name. Now he is asking for a copy of his complaint I have never had an employee ask for something like this has anyone else if you have what did you provide to that employee or how did you address if you do not provide and have been asked.

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. [ARPA COBRA Subsidy](#)

[Reply to group](#)



Aug 6, 2021 3: 6 PM
Anonymous

Hi all,

If we term someone involuntarily effective August 1, 2021 would they be eligible for COBRA ARPA Subsidy for August and September

Thanks in advance for any help with this

[e l to ou nline](#) [ie](#) [ea](#) [e ommen](#) [o a](#)
[la as na o iate](#)

[top](#)

[previous ne t](#)

6. [Labor Shortage Drivers Warehouse Help](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 2: 1 PM

[Michelle Maury](#)

Hello,

We are struggling to find candidates for all of our front line operational roles (Delivery Drivers, Warehouse Agents, Technicians). We have upped our rates, mentioned sign on bonuses and have posted to Indeed and Glassdoor but still nothing. One of our major challenges is the Seattle region, Nashville and Florida.

Does anyone have any other recommendations on where to attract candidates for these types of positions

Thanks in advance

Michelle
HR Specialist

[e l to ou nline](#) [ie](#) [ea](#) [e ommen](#) [o a](#)
[la as na o iate](#)

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[previous ne t](#)

7. [How Many Weeks Notice for Department Head](#)

[Reply to Group](#)



Aug 6, 2021 2: 0 PM

Anonymous

Hello,

We have a resignation policy in which we request a two weeks notice for our employees. We would like to extend it longer for our Department Heads. 6 weeks too long to ask. Any other lengths of time that has worked

Thank you

[e l to ou nline](#) [ie ea](#) [e ommen](#) [o a](#)
[la as na o iate](#)

[top](#)

[previous ne t](#)

8. [Paternity eave](#)

[Reply to oup](#)

[Reply to Sender](#)



Aug 6, 2021 2:3 PM

[Susan Allen](#)

What do other companies typically do for paternity leave. Paid? Combo PTO and Company Paid? Unpaid? Do most employees typically end up using all 12 weeks? He will have been with us for 11 months. We are an industrial development firm of 52 in California, but only 44 in the main office, which is more than 75 miles away from a satellite office. We want to be as fair as possible to this individual and do what the majority of other firms are doing. Thank you in advance for your input!

[e l to ou nline](#) [ie ea](#) [e ommen](#) [o a](#)
[la as na o iate](#)

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[previous next](#)

. [Re: Paternity leave](#)

[Reply to group](#)



Aug 6, 2021 12:02 PM
Anonymous

don't know [California](#) law.

our total headcount of 12 (the 75 miles don't apply to employer coverage) makes you a FMLA covered employer. The employee would be entitled to up to 12 weeks (for bonding during paternity). Our employees can use PTO or be paid unless there's a state paid family leave program in place.

non-monetary not a law

Stevie, you are blessed with anonymity, and thus will never have to know the crippling fear that accompanies global reputé. Moira Rose

email to our online file area
comment on a
law as national

Original Message:

Sent: 08/06/2021 12:03

From: Susan Allen

Subject: Paternity leave

What do other companies typically do for paternity leave. Paid? Combo PTO and Company Paid? Unpaid? Do most employees typically end up using all 12 weeks? He will have been with us for 11 months. We are an industrial development firm of 52 in California, but only 44 in the main office, which is more than 75 miles away from a satellite office. We want to be as fair as possible to this individual and do what the majority of other firms are doing. Thank you in advance for your input!

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10. [Hybrid Office Tracking System](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 1: 2 PM

[Michelle Maury](#)

Hello,

Does anyone know of any programs that are free or relatively cheap that we can use to manage our Hybrid Office Team. We want a program where we can see which employees are in the office and which ones are at home during the week. We also want to be mindful to ensure we don't have a full house at one time.

What are some ways you are managing a hybrid workforce and keep track on where everyone will be etc.

Thanks in advance

Michelle
HR Specialist

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11. [I am looking for reasonable suspicion training for supervisors](#)

[Reply to Group](#)

[Reply to Sender](#)

Aug 6, 2021 1: 0 PM

[Charise Bos](#)



Hello, I am wondering what other H.R. professionals are using for supervisor training to identify reasonable suspicion of impairment for drugs and alcohol, on-line training is preferred. Thank you for your thoughts!

Charise Bos
H.R. Manager
Fabri-Kal
4141 Manchester Road
Kalamazoo, MI 49001
269-553-5615



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la as na o iate

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12. [Re: am looking for reasonable suspicion training for supervisors](#)

[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 1: 8 PM

[Carrie Wagar](#)

We have online training as part of our insurance provider. Our provider is Marsh Mc ennan Agency the Risk Management Center has all sorts of options for training.

Hope this helps.

Carrie Wagar
Cole Papers nc.

e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:

Sent: 08 06 2021 13:3

From: Charise Bos

Sub ect: am looking for reasonable suspicion training for supervisors

Hello, I am wondering what other H.R. professionals are using for supervisor training to identify reasonable suspicion of impairment for drugs and alcohol, on-line training is preferred. Thank you for your thoughts!

Charise Bos

H.R. Manager

Fabri-Kal

4141 Manchester Road

Kalamazoo, MI 49001

269-553-5615



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13. [Re: am looking for reasonable suspicion training for supervisors](#)

[Reply to roup](#)

[Reply to Sender](#)



Aug 6, 2021 1: 3 PM

[Charise Bos](#)

Thanks much. Charise

Charise Bos

H.R. Manager

Fabri-Kal

4141 Manchester Road

Kalamazoo, MI 49001

269-553-5615



e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:

Sent: 8/6/2021 1: 8:00 PM

From: Carrie Wagar

Subject: RE: am looking for reasonable suspicion training for supervisors

We have online training as part of our insurance provider. Our provider is Marsh Mc ennann Agency the Risk Management Center has all sorts of options for training.

Hope this helps.

Carrie Wagar
Cole Papers nc.

[top](#)

[previous ne t](#)

1 . [Just a ent](#)

[Reply to roup](#)



Aug 6, 2021 1: 0 PM
Anonymous

Over the past two weeks, my top management have been making many business decisions that am privy too. Unfortunately, these decisions involve terminations and layoffs on a drastic scale due to backend financial problems. I just need to get some of this stuff off of my chest, as obviously cannot speak to anyone internally

about any of this.

Two weeks ago, my management decided that they no longer want to retain our current purchasing employee. When the decision was made, this employee winds up out on CO D leave and nothing can be done until he returns. During his leave, was asked by the owner to help out with some of his responsibilities. was successful in completing his tasks along with my own daily tasks in a much more efficient way than this employee can handle. was asked if wanted to take over that department on top of my own. said would get back to them. have trained with our current employee now that he has returned and feel confident that can take on the extra responsibility. However, there has not yet been a discussion about my wage which am prepping for by compiling data and reasons as to why the increase am expecting is justified. However, with the knowledge that we will be laying off some key employees, am afraid to have this conversation with them as the company's financial situation could pose a threat to my wage increase for taking this department on.

Secondly, is the layoffs. This is the first time have had to deal with this kind of situation, and it is depressing to say the least. One of the potential employees is an amazing employee and would be difficult to have to let go, but understand the necessity. However, unbeknownst to my top management, at the same time, the other person in this 2 person department also disclosed to myself that they are currently seeking other employment and asked me not to tell my management. Well of course when was given the news of the potential layoff in the same department, felt it would be a disservice to not share the info was privy to. Now, feel as though betrayed this employee's trust.

Meanwhile, no one else in my company is privy to any of this, and am preparing for the inevitable storm that lies ahead. We are a small company. have a good relationship with every one of our employees. it is difficult walking around knowing the tough decisions that lie ahead are going to have to be made, and acting as if everything is on regularly scheduled programming.

Not seeking any particular response, but thank you for listening.

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1 . [Employee singled out](#)

[Reply to group](#)



Aug 6, 2021 1:17 PM
Anonymous

Hello we are an engineering company with 3 total employees, who are female admins, am female HR and the rest are male engineers. My question is, the president of the company told his admin that she is not allowed to take off anymore single Fridays. She has the vacation time, she follows the rules of submitting a request for time off form to be approved. They were working late one evening and she told him she would be off on Friday, he said from now on you cannot take single Fridays off, then the following Monday he sent her and her supervisor and email confirming what they had discussed. She is upset with this as no one else in the company has this restriction. How should handle this situation

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[la as na o iate](#)

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16. [Re: Employee singled out](#)

[Reply to roup](#)

[Reply to Sender](#)



Aug 6, 2021 1:20 PM
[Carrie Wagar](#)

would say very carefully.

Not trying to be flippant but this seems like it could be a potential land mine in the making.

Carrie Wagar
Cole Papers nc.

[e l to ou nline](#) [ie ea](#) [e ommen](#) [o a](#)
[la as na o iate](#)

Sub ect: Employee singled out

Hello we are an engineering company with 3 total employees, who are female admins, am female HR and the rest are male engineers. My question is, the president of the company told his admin that she is not allowed to take off anymore single Fridays. She has the vacation time, she follows the rules of submitting a request for time off form to be approved. They were working late one evening and she told him she would be off on Friday, he said from now on you cannot take single Fridays off, then the following Monday he sent her and her supervisor and email confirming what they had discussed. She is upset with this as no one else in the company has this restriction. How should handle this situation

previous net

Reply to Sender

Shirrie Hays

e l to ou nline ie ea e ommen o a
la as na o iate

Sub ect: Employee singled out

Not trying to be flippant but this seems like it could be a potential land mine in the

making.

Carrie Wagar
Cole Papers Inc.

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18. [Hybrid Schedule Options Best Practices](#)

[Reply to group](#)



Aug 6, 2021 12: 3 PM
Anonymous

As businesses are returning to the offices in hybrid mode, what is everyone doing for scheduling in office days? Is management determining schedules? Employee choice? I have seen various options for three days in the office: M, T, Thurs or Tues, Weds, Thurs. Looking for creative ideas and suggestions and ideally not having empty offices on Mondays and Fridays. Would be interested particularly in hearing from those in professional financial services.

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19. [Employees angry at other employees for getting sick](#)

[Reply to group](#)



Aug 6, 2021 12: 2 PM
Anonymous

Hello,

Some of our employees are beginning to scold other employees for coming to work sick and vaccinations. In a recent example an older employee was in the office stuffed up and coughing. He thought he had allergies, which is incredibly common in our area, unfortunately he got sicker and found out he had the flu and beginning pneumonia. He's been out for a few weeks on antibiotics. But what I found out is that two employees sent him scolding emails and text messages telling him that he shouldn't have been in the office contaminating others. That he was posing a risk to everyone. These employees also sent me emails complaining about him being at work sick and that I should create a policy that people shouldn't be in the office sick. This has never been an issue before it's getting worse with covid.

Has anyone else had an issue with this? How did you deal with it? Do you have an example of a professionally written email asking employees to express kindness rather than scolding others? We're a small office and have always been kind to each other.

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20. [Re: Employees angry at other employees for getting sick](#)

[Reply to group](#)



Aug 6, 2021 12:33 PM
Anonymous

We have a sick policy and if someone feels a coworker is violating it, they report to HR and we send the offending employee home. If an employee receives a doctor's note saying they can work despite symptoms, then they can return to work. The you end up splitting hairs over it's not a cough, it's a tickle.

[e l to ou nline](#) [ie ea](#) [e ommen](#) [o a](#)
[la as na o iate](#)

Original Message:

Sent: 08/06/2021 12: 1

From: Anonymous

Subject: Employees angry at other employees for getting sick

Hello,

Some of our employees are beginning to scold other employees for coming to work sick and vaccinations. In a recent example an older employee was in the office stuffed up and coughing. He thought he had allergies, which is incredibly common in our area, unfortunately he got sicker and found out he had the flu and beginning pneumonia. He's been out for a few weeks on antibiotics. But what I found out is that two employees sent him scolding emails and text messages telling him that he shouldn't have been in the office contaminating others. That he was posing a risk to everyone. These employees also sent me emails complaining about him being at work sick and that I should create a policy that people shouldn't be in the office sick. This has never been an issue before it's getting worse with covid.

Has anyone else had an issue with this? How did you deal with it? Do you have an example of a professionally written email asking employees to express kindness rather than scolding others? We're a small office and have always been kind to each other.

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21. [Annual Incentive Plans](#) [Anyone willing to share](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 12:30 PM

[Keri Mowrer](#)

Hi All I am looking for anyone that would be willing to share their Annual Incentive Plan with me. I am looking for both how it is designed and verbiage of how the plan is written. You can redact any company identifying information as I am not interested in that detail I just want the actual design of the plan itself. I don't want to have to reinvent a wheel if I can avoid it. Thanks in advance

Keri Mowrer
Operations Director
Melbourne, F

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22. [Re: Online Diversity Anti Harrasment Training](#)

[Reply to roup](#)

[Reply to Sender](#)



Aug 6, 2021 12: 2 PM

[Patty Mangione](#)

Hello fellow department of one.... have 0 employees and my benefits broker provides a training portal for my use at no cost had to ask for it, so have you asked yours if they offer something like this t is hit or miss with purchasing online classes ust by oogling topics. feel your pain Best of luck, hope this helps.

Patty Mangione
Joseph Spine nstitute

[e l to ou nline ie ea e ommen o a](#)
[la as na o iate](#)

Original Message:

Sent: 08 06 2021 11: 2

From: Anonymous

Sub ect: Online Diversity Anti Harrasment Training

Hello am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start deally it would

be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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23. [Re: Online Diversity Anti Harrasment Training](#)

[Reply to group](#)



Aug 6, 2021 12: PM
Anonymous

Our Company used MRA for harassment training. You are able to select the videos and create reports letting you know who has and hasn't completed the training.

[Reply to you online](#) [like](#) [share](#) [Recommend](#) [Bookmark](#)
[Label as spam](#) [Report](#)

Original Message:

Sent: 08/06/2021 11: 2

From: Anonymous

Subject: Online Diversity Anti Harrasment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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[Reply to Sender](#)



Aug 6, 2021 12: PM

[Jennifer Pawlak](#)

Hi. My company offers this, but the se ual harassment prevention portion is intended for N S employers. f you'd like more information, please feel free to email me:

pawlak paragoncompliancellc.com

We also offer separate training for supervisors.

Jennifer Frohman Pawlak, SHRM CP
Paragon Compliance
Pittsford, N

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[la as na o iate](#)

Original Message:

Sent: 08 06 2021 11: 2

From: Anonymous

Sub ect: Online Diversity [Anti Harrasment Training](#)

Hello am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start deally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 12: 7 PM

[Sheree Gonzales](#)

What state are you in

Sheree Gonzales
Revco Products Inc.

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[unsubscribe](#)

Original Message:

Sent: 08/06/2021 11: 2

From: Anonymous

Subject: Online Diversity Anti Harassment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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26. [Re: Online Diversity Anti Harassment Training](#)

[Reply to group](#)



Aug 6, 2021 1:03 PM

Anonymous

We are in California and use www.dfeh.ca.gov/shpt it is free and they receive an certificate at end.

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Original Message:

Sent: 08/06/2021 11: 2

From: Anonymous

Subject: Online Diversity Anti Harassment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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27. [Re: Online Diversity Anti Harassment Training](#)

[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 1:07 PM

[Therese Clear](#)

After reviewing a dozen different Harassment Prevention Training programs, I went with Easy Iama. Professionally produced, a good value, and to the point. Each employee has their own link and can complete each segment (6 minutes) as they have time, and can't skip ahead as at the end of each segment they must select continue. Plus, you receive a confirmation upon each employee's completion of the training. Highly recommended

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28. [Re: Online Diversity Anti Harrasment Training](#)

[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 1:0 PM

[Jaclyn Casale](#)

We're in California used Compliance Training group.

compliancetraininggroup.com/courses

They set me up with a manager account so I can track employee progress, send reminders, and receive a copy of the certificate of completion when employees finish the training modules. The modules can be accessed via a web browser or app they can start stop the modules won't lose their place in the training progress.

Jaclyn Casale

PSE HEALTH ENERGY

[Reply to group](#) [online](#) [re: Online Diversity Anti Harrasment Training](#) [comment](#) [on a](#)
[discussion](#)

Original Message:

Sent: 08/06/2021 11:02

From: Anonymous

Subject: Online Diversity Anti Harrasment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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2 . [Re: Online Diversity Anti Harrasment Training](#)

[Reply to group](#)



Aug 6, 2021 1:12 PM
Anonymous

We use Easy lama and are very happy with it.

[e l to ou nline ie ea e ommen o a](#)
[la as na o iate](#)

Original Message:

Sent: 08 06 2021 11: 2

From: Anonymous

Sub ect: Online Diversity Anti Harrasment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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30. [Re: Online Diversity Anti Harrasment Training](#)

[Reply to group](#)

[Reply to Sender](#)

Aug 6, 2021 1: 6 PM
[Maria Mora](#)



ou should check with your nsurance provider, ours offers free online trainings. Also, Fred Pryor and CalChamber are great resources as well.

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la as na o iate

Original Message:

Sent: 08/06/2021 11: 2

From: Anonymous

Sub ect: Online Diversity Anti Harrasment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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31. [Re: Online Diversity Anti Harrasment Training](#)

[Reply to roup](#)

[Reply to Sender](#)



Aug 6, 2021 3: 8 PM

[Erica Keith](#)

I have been happy with Traliant and the online training that they provide. It's engaging and keeps your attention. Bridget Oslund is my contact there and she has been super helpful. Her email address is bridget.oslund@traliant.com and their website is <https://www.traliant.com>. Hope you find something to suit your organization

Erica Keith

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Original Message:

Sent: 08/06/2021 11: 2

From: Anonymous

Subject: Online Diversity Anti Harassment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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32. [Re: Online Diversity Anti Harassment Training](#)

[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 : 6 PM

[Beth Suess](#)

We're in California and after a lot of looking went with Kantola and signed up for the entire training library. We use it for a lot of staff trainings. individual viewing of the videos with a test at the end and certificate. very happy and we just renewed for another year.

<https://www.kantola.com>

Beth Suess
Finance HR Director
Ability Now Bay Area

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Original Message:
Sent: 08/06/2021 11: 2
From: Anonymous
Subject: Online Diversity Anti Harassment Training

Hello I am an HR department of 1 for a small business (20 employee's) and am looking for a good online Diversity anti Harassment training course for my employee's. Does anyone have any suggestions on where to start ideally it would be something that each employee could log into take separately (not as a group) when they have time during the workday but would like to be able to see that each employee has completed the required training....

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33. [Re: Lots of Absences Doctors Note](#)

[Reply to group](#)



Aug 6, 2021 12:3 PM
Anonymous

I agree with ADA. So that he doesn't clock in and clock out five minutes later again, as soon as anyone sees him, have the conversation and give him the application. If he says he doesn't need it, have a waiver ready to sign of his refusal.

Do as you said and check the doctor's note for certification of days absent. If the uncused absences are not accounted for, go to termination.

He's just started a new job and showed you how he's going to behave. You've talked

to him, he's continued. It's time to let him go for absenteeism.

Hope it works out.

He is to outline the employee's comments on the
last assessment

Original Message:

Sent: 08/06/2021 0:36

From: Anonymous

Subject: Lots of Absences Doctors Note

Hi everyone We have a new FT employee who has missed 13 days since he started on June 8 including all of this week. He has been given a verbal warning for his unexcused absences prior to this week and we were going to move to a written warning earlier in the week but now we are contemplating termination. Every time he has been out is because he has a headache or because he needs to take care of his mom. Many times he'll arrive for his shift but then leave after minutes. He just informed us today that he has a doctor's note for being gone this week but that doesn't cover the 8 other days he has missed since he started.

If the doctor's note just says to excuse him for this week, would you move forward with a written warning, termination or neither We've asked him if he would prefer going to PT but he declined saying he needs the benefits but he has only worked one full week since he started so something needs to give. Thank you

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[previous message](#)

3 . [Re: Lots of Absences Doctors Note](#)

[Reply to group](#)



Aug 6, 2021 2:33 PM
Anonymous

Is he within his probationary period and if so, how does your handbook policy address it? I'm not an expert in all things ADA, does taking care of a sick parent fall

under the ADA if the parent is not disabled As the other poster said, you all don't have FM A. When he is at work is he competent

We had a similar situation with a new hire. We even did a P P and tried everything to give him the best chance possible. In the end he could not perform the job. I think this was why he was sick so much. He honestly did not want to come to work.

Good luck,

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la as na o iate

Original Message:

Sent: 08/06/2021 0:36

From: Anonymous

Subject: Lots of Absences Doctors Note

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3 . [Re: Lots of Absences Doctors Note](#)

[Reply to group](#)

Aug 6, 2021 3:08 PM



Anonymous

OP, to clarify.

you are a FMLA covered employer and have an obligation to provide him with certain notices (in this case, that he's not eligible).

I think a termination for absenteeism is premature and risky, but you and your management know for sure how much risk you can handle. Management may decide that letting him leave the organization is preferred to going through the ADA interactive process. You may want to consult with an attorney on that one.

Taking care of Mom is a FMLA event but if he hasn't reached his 12 months yet (non consecutive), he isn't eligible.. It may be considered an associational disability under the ADA. Again, an attorney may be able to help here, or contact the Job Accommodation Network.

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Stevie, you are blessed with anonymity, and thus will never have to know the crippling fear that accompanies global reputé. Moira Rose

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la as na o iate

Original Message:

Sent: 08/06/2021 0:36

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36. [Re: Lots of Absences](#) [Doctors Note](#)

[Reply to group](#)



Aug 6, 2021 10:21 PM
Anonymous

He needs to be terminated. That is excessive. Follow your company's policy regarding absenteeism.

Thanks.

Reply to your online discussion
via email or mobile

Original Message:

Sent: 08/06/2021 10:36

From: Anonymous

Subject: [Lots of Absences](#) [Doctors Note](#)

Hi everyone We have a new FT employee who has missed 13 days since he started on June 8 including all of this week. He has been given a verbal warning for his unexcused absences prior to this week and we were going to move to a written warning earlier in the week but now we are contemplating termination. Every time he has been out is because he has a headache or because he needs to take care of his mom. Many times he'll arrive for his shift but then leave after 10 minutes.

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37. [Re: Pronouns in the interview process](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 12:32 PM

[Paige Mangst](#)

I start the interview with introducing my self and my preferred pronouns. Then ask the candidate to introduce themselves and preferred pronouns so that I pronounce their name correctly and use the pronouns they prefer.

Paige Mangst

Friends of The Columbia College, Inc.

email to our online interview page comment on a
discussion board

Original Message:

Sent: 08/06/2021 22:3

From: Helen Huinones

Subject: Pronouns in the interview process

Hola I posted this question yesterday but I don't see it listed here so I don't know if anyone replied. I am seeking some assistance on the use of Pronouns in the interview process. Is it legal to ask what pronoun someone prefers to be called before the start of an interview?

We want to avoid the thought of potential discrimination from the rejected candidates but also want to show we are an inclusive organization.

last month we terminated an employee in another city (across the country). We shipped him a laptop box with a prepaid return label for him to return the equipment. So far, he hasn't shipped it back and hasn't replied to my emails inquiring about the status. For the sake of argument, let's say he just doesn't ship back the equipment, what course of action do you recommend? I wouldn't even know how to file a police report remotely.

And on a related note, do you have any recommendation for protecting computers issued to remote employees? Are there GPS software tracking apps I could install in the laptops before issuing them? I'm going to be getting those "Property of" stickers for everyone, but would like something more robust for protecting and recovering our laptops.

Thanks

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3 . [Re: Non return of laptop by employee in another city](#)

[Reply to group](#)



Aug 6, 2021 12: 8 PM
Anonymous

Send an email and or registered mail that you will be contacting the local authorities on grounds of theft on _____ date. (Give about a three day window) and then follow through if proof of post is not received. You should be able to file a suit in small claims court. In the correspondence include that the laptop must be returned in good condition.

Either way, as suggested, check your employee handbook or policies on company equipment, as well as the tracking serial number information on the laptop issued.

email to you online like email comment on a
label as name of laptop

Original Message:

Sent: 08/06/2021 17:13

From: Anonymous

Subject: Non return of laptop by employee in another city

Last month we terminated an employee in another city (across the country). We shipped him a laptop box with a prepaid return label for him to return the equipment. So far, he hasn't shipped it back and hasn't replied to my emails inquiring about the status. For the sake of argument, let's say he just doesn't ship back the equipment, what course of action do you recommend? I wouldn't even know how to file a police report remotely.

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Thanks

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0. [Re: Spanish speaking candidate](#)

[Reply to group](#)



Aug 6, 2021 1:12 PM
Anonymous

First concern I would have is if no one else speaks Spanish, how is he going to function if hired? I don't think discrimination comes into play if he cannot speak/understand English as part of the requirements of the job.

That being said, if I have a Spanish-only applicant, I either use another employee that is bilingual or bring in an interpreter.

email to our online file area comment on a
thread as necessary

Original Message:
Sent: 08/06/2021 17:00
From: Anonymous
Subject: Spanish speaking candidate

Good afternoon,

I have a candidate for a shop mechanic maintenance tech position that I need to have a quick screening phone call with in about 3 hours. The person only speaks Spanish. While they have someone they want to translate for them for this call, I want to make sure we handle any follow up interviews correctly. The next step in the interview process, if it moves forward, would be to have the person come in for an in person interview with the shop manager. The shop manager doesn't speak Spanish, and I don't know if the other two employees in that division do, either. Any tips for how to proceed? I can't imagine having a translator following them around would be a good long term solution, but I don't want to discriminate and lose a good candidate, either. And of course, the person would need to speak to about budgeting for any translation service is out...so I can't make any decisions or expenditures on that front.

How would you guys handle it

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1. [Re: Spanish speaking candidate](#)

[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 2: 7 PM
[Julia Byard](#)

I actually experienced something somewhat similar to this. I had a candidate that wanted to do a pre screen with, but he let me know, in English, that his English was poor and we would have a difficult time communicating over the the phone but in person he was able to communicate fine. That was fine, so I tried to schedule him for an in person interview (his resume was strong, and I confident that he was a good candidate). He asked if anyone speaks Spanish and I told him they didn't. He said he would not be able to do the in person interview either without someone to translate.

I was at a loss, but unfortunately we don't have someone that speaks Spanish as

part of our workforce (something I am working to change, but not yet). Perhaps this is the wrong perspective, but I believe that he self selected out of the running.

Julia Byard

Reply to your online interview email comment on a
last name or initial

Original Message:

Sent: 08/06/2021 17:00

From: Anonymous

Subject: Spanish speaking candidate

Good afternoon,

I have a candidate for a shop mechanic maintenance tech position that I need to have a quick screening phone call with in about 3 hours. The person only speaks Spanish. While they have someone they want to translate for them for this call, I want to make sure we handle any follow up interviews correctly. The next step in the interview process, if it moves forward, would be to have the person come in for an in person interview with the shop manager. The shop manager doesn't speak Spanish, and I don't know if the other two employees in that division do, either. Any tips for how to proceed? I can't imagine having a translator following them around would be a good long term solution, but I don't want to discriminate and lose a good candidate, either. And of course, the person would need to speak to about budgeting for any translation service is out...so I can't make any decisions or expenditures on that front.

How would you guys handle it

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2. [Re: FCE for verification](#)

[Reply to group](#)

Aug 6, 2021 1:03 PM

Anonymous



ou need the doctor's certification of injury through and FM A application, or give him ADA paperwork. If this can't be certified, you are clear to terminate him. Make sure you communicate this information to him and the impact his actions have on the workforce.

FM A will protect his job if he needs time off to recover (perhaps you can hire a temp in the meantime), and ADA will also certify if he has an injury. If you're unable to accommodate if a genuine ADA issue, they make allowances to terminate that employee as well.

email to you online like email recommended also
also as a note

Original Message:

Sent: 08/01/2021 11:28

From: Anonymous

Subject: FCE for certification

I have a ME that has been with my company 20 years. He hurt his foot several months ago and is now unable to spend time on the manufacturing floor which is 80% of his job. He is currently able to do around 20%. Required PPE is steel toe shoes. He has been going out onto the floor with regular shoes....which needs to stop. He is unable to wear a steel toe shoe because of hurting his foot. When asked about a doctor's slip noting he is unable to wear a steel toe shoe, he states his doctor will not provide a slip. Something has to give because his job is being put onto other employees including the Engineering Manager. We are a non union facility. I am considering asking his doctor to complete an FCE. At this point, we only have the employee's word without documentation. At the root, I don't think we can accommodate if his doctor states he is unable to stand, walk, wear a steel toe shoe for less than 30% of the work day. Any guidance will be greatly appreciated

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3. [Re: Advice for HR noob](#)

Reply to group



Aug 6, 2021 1:00 PM ☐ [view attached](#)

Anonymous

eslie,

Here is my checklist for name changes. I am sure with your company there may be other things that need to be done. I am also a department of one so I do everything on the list myself.

Hope it helps you get started.

e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:

Sent: 08/06/2021 1:

From: eslie Tollefson

Subject: Advice for HR noob

I'm fairly new to a full time HR role. Since coming to the East Coast in 2007, I've been in positions where I've had to play small HR roles (helping onboarding new people, HR stuff, answering minor questions, mostly on the rim of HR) so I always say I know enough to get in trouble. I'm also now a DOO - our company is about 100 people, we staff government contracts (mostly military) and all our core people work at client sites. There are seven of us in Operations - the CEO, CFO, COO, three program managers and me, the Business Operations Manager. My role is day to day HR stuff, on off boarding, etc.

I've been getting the daily SHRM newsletter, and I've learned SO MUCH from everyone here. In fact, my question was prompted by someone else's question regarding EE name changes. Sheri Richards responded with a reminder to complete the bottom of the form, and it led me to ask myself what other things like this am I missing

So that's my question: What kinds of things should HR departments do that they may not think of, especially someone new to HR - I've seen the bottom half of the form, but it would never occur to me to update that with a name change (which I did have in the last year). I know it's for re-verifications for rehires or folks on visas. I'm most worried about what I'm missing that could get us in trouble.

What advice would you give new HR DOO's of things to remember to do

Thanks in advance for your help

eslie Tollefson
The Kenific Group Inc.
HR Noob

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[Re: Advice for HR noob](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 1:16 PM
[Victoria Co](#)

Welcome to the world of HR

As someone who's been in HR for about 10 years, but still fairly new, I've found it helpful to complete regular internal audits. As far as getting started, it sometimes just comes from learning about simple things like the name change on the bottom of an email and making note of it for your checklist. For me, I started by creating a list of my daily tasks or a manual of how to do my job basically so I could create a checklist of items for different procedures to reference when something came up.

I also have attended A LOT of HR trainings about compliance or HR updates through Fred Pryor which have helped me understand the things we could be liable for and make sure those things are focused on for the checklists. Have grace on yourself as you're learning and most often times that how we become better by learning from our mistakes or things we've failed to do.

Best of luck :)

[Victoria Co](#) SHRM CP
City of Clayton

[Email to you online](#) [like](#) [share](#) [comment](#) [on a](#)

la as na o iate

Original Message:

Sent: 08/01/2021 11:00

From: eslie Tollefson

Subject: Advice for HR noob

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eslie Tollefson
The Kenific Group Inc.
HR Noob

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. [Re: Advice for HR noob](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 : 1 PM
eslie Tollefson

This is great, thank you so much

eslie Tollefson
The Kenific Group Inc.
HR Noob

e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:
Sent: 08/06/2021 12:
From: Anonymous
Subject: Advice for HR noob

eslie,

Here is my checklist for name changes. I am sure with your company there may be other things that need to be done. I am also a department of one so I do everything on the list myself.

Hope it helps you get started.

Original Message:
Sent: 08/06/2021 1:
From: eslie Tollefson
Subject: Advice for HR noob

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Thanks in advance for your help

Leslie Tollefson
The Kenific Group Inc.
HR Noob

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6. [Re: Advice for HR noob](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 : 7 PM

[Leslie Tollefson](#)

Victoria, you don't know how much your last sentence has already helped me. I've made a couple not so great errors the last couple months, so my confidence is pretty shaky. My boss has been really great about everything, but having someone outside help me remember that humans make mistakes is something I needed to hear. :)

I'll definitely incorporate some internal audits I'm sure there have been address changes that didn't go through. We do have a third party benefits admin, but I'm not sure if that's one of their duties but I'm sure it's still good for me to double check

I'll look into some training too if you had any that you found particularly useful, would you mind sending them to me I'm happy to provide my email offline not

sure what the rules are here

Thank you again

eslie Tollefson

The Kenific Group Inc.

HR Noob

e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:

Sent: 08/06/2021 13:1

From: ictoria Co

Subject: Advice for HR noob

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Best of luck :)

ictoria Co SHRM CP

City of Clayton

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7. [Re: interviews and Call outs](#)

[Reply to group](#)

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Aug 6, 2021 1:0 PM

[Patricia Selley](#)

I had an applicant that completed their application form and was using it in the interview. When I got to in case of emergency contact she put Doctor . I gently explained that particular question was who should we contact if there was an emergency and probably should be someone like her mother. She condescendingly replied Why would I want you to contact my mother she wouldn't know what to do if I was hurt. I just told her that she had a point.

Patricia Selley
Reading For Education, LLC
Murfreesboro TN

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Original Message:

Sent: 08/06/2021 13:03

From: Anonymous

Subject: interviews and Call outs

Hi,

I am wondering if anyone else has any funny interviews to share. The candidates that I have been interviewing lately have been less than professional. I had an interview nod off while I was asking questions, another sat with his hands locked behind his head and he was leaning back in the chair, another candidate told me that he belongs to a motorcycle gang and if they call he will have to leave immediately, he can't disclose why, he has tattoos and worships the devil. What happened to the days where you didn't put your information out there and you dressed professionally for an interview. I have had some doozies. Shower caps, hair wrapped in a towel, a mannequin head and see through shirts.

Call outs hmmm where do I start I have heard it all from explosive bathroom trips

to STD's and I am not talking about short term disability. It has been an HR laugh and nightmare at the same time.

Anyone dare to share their stories

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8. [Re: Interviews and Call outs](#)

[Reply to group](#)



Aug 6, 2021 1: PM
Anonymous

I have had some doozies, the most recent was right before the pandemic, a candidate showed up reeking of marijuana to the point where I had to open the windows in my office to air it out. He was applying for a custodian position. When discussing relevant experience, he stated that he was previously a carpenter. When I asked him to elaborate on his experience as a carpenter, he stated, cleaned carpets.

I have many, many more, but that one was the funniest in recent history.

email to our online interview area
comment on a
thread as noted

Original Message:

Sent: 08/06/2021 13: 3

From: Anonymous

Subject: Interviews and Call outs

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Call outs hmmm where do I start I have heard it all from explosive bathroom trips to STD's and I am not talking about short term disability. It has been an HR laugh and nightmare at the same time.

Anyone dare to share their stories

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. [Re: interviews and Call outs](#)

[Reply to group](#)

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Aug 6, 2021 2:13 PM

[Catherine Berg](#)

Oh my goodness, so many. The most notable though were when a woman was wearing a very low cut top and leaning forward with her elbows on her knees. Let's just say... something popped out. She put it back and we managed to continue. Another woman who was walking out of the building post interview and her skirt fell right down. She just picked it back up and went on her way. Another person who answered every question asked by saying "eeerrrrp" instead of "yes". It was so bizarre, but they clearly thought nothing of it. My partner and I will still jokingly "erp" each other to this day.

Catherine Berg SHRM CP
Metropolitan Alliance of Connected Communities

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[unsubscribe](#)

Original Message:
Sent: 08/06/2021 13:03
From: Anonymous

Subject: interviews and Call outs

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Call outs hmmm where do I start I have heard it all from explosive bathroom trips to STD's and I am not talking about short term disability. It has been an HR laugh and nightmare at the same time.

Anyone dare to share their stories

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0. [Re: interviews and Call outs](#)

[Reply to group](#)

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Aug 6, 2021 2:26 PM

[Carrie Wagar](#)

I have found since I joined the HR world there are things you can't make up. A good majority of the things I see or experience on a daily basis can not be discussed. But there are some I can mention.

Showing up for a interview wearing gym shorts and a hoodie ... First impressions are everything couldn't you at least wear jeans and a decent pull over shirt

Having on resume looking for a long term career but the longest work experience is less than six months.

Oh and don't get me started with applicants that apply via indeed but never respond.

Carrie Wagar
Cole Papers Inc.

 e l to ou nline ie ea e ommen o a
 la as na o iate

Original Message:
Sent: 08/06/2021 13: 3
From: Anonymous
Subject: interviews and Call outs

Hi,

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Call outs hmmm where do I start I have heard it all from explosive bathroom trips to STD's and I am not talking about short term disability. It has been an HR laugh and nightmare at the same time.

Anyone dare to share their stories

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1. [Re: interviews and Call outs](#)

[Reply to group](#)

Aug 6, 2021 3:08 PM



Anonymous

And here was, sad because 've had 3 no shows for interviews this week HA

haven't had any quite as bad or as funny... although we did have one candidate who kept talking over my boss. She would ask a question and then talk over him while he answered it was like watching a train wreck. Every time he would start to answer, he'd get maybe a sentence out before she would start either correcting him, telling him something unrelated, or share how her experience was exactly what he was talking about. couldn't decide whether she was rude or overly confident or abrasively arrogant.

had one guy show up in holey jeans and a stained white undershirt. And a young woman who smelled as though she'd been dunked in a vat of old lady perfume. Another interviewee dressed more like a prostitute than anything else... we're talking skin tight leather miniskirt, lot of cleavage, and best of all stilettos Did mention that we work with children here

e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:

Sent: 08/01/2021 13: 3

From: Anonymous

Subject: interviews and Call outs

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Call outs hmmm where do start have heard it all from explosive bathroom trips

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3. [Re: Illegal Aliens](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 12: 7 PM

[Jennifer Pawlak](#)

The social security verification system is very clear in that it is only to be used for wage reporting purposes and only for current or former employees.

www.ssa.gov/employer/ssnv.htm

Jennifer Frohman Pawlak, SHRM CP
Paragon Compliance
Pittsford, N

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Original Message:

Sent: 08/06/2021 13:01

From: Anonymous

Subject: Illegal Aliens

I had an employee who, as discovered through a phone call, is illegal. It was absolutely heartbreaking because I honestly do not think she was aware her documents were counterfeit. Long story short, does anyone use the Social Security Administration's website to confirm social security numbers? My state does not utilize E File for SSNs. I'm seriously thinking about using the SSA website for all new hires. Any words of wisdom are appreciated.

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. [Re: Illegal Aliens](#)

[Reply to group](#)



Aug 6, 2021 1:11 PM
Anonymous

We use E file on the HR side and Payroll uses SS to verify on their side.

email to our online file email to our
HR as a note

Original Message:

Sent: 08/06/2021 13:01

From: Anonymous

Subject: Illegal Aliens

I had an employee who, as discovered through a phone call, is illegal. It was absolutely heartbreaking because I honestly do not think she was aware her documents were counterfeit. Long story short, does anyone use the Social Security Administration's website to confirm social security numbers? My state does not utilize E File for us. I'm seriously thinking about using the SSA website for all new hires. Any words of wisdom are appreciated.

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. [Re: Pronouns in the interview process](#)

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[Reply to Sender](#)



Aug 6, 2021 3:30 PM
[Catherine Berg](#)

Hi Helen! Kudos to you and your org for incorporating this into your interview

process. I think it sends a really inclusive message to applicants. My understanding of pronouns is that we should not be asking for preferred pronouns, just pronouns, because they aren't someone's preference, it's just their pronouns. Does that make sense? I also read a blog post recently from a person who really wished their company would stop pushing the pronouns thing in email signatures, etc. because they were still figuring theirs out. They presented as female, were currently referred to as she/her in the workplace, but the push to identify their pronouns in an official way was making them anxious and angry because they were still exploring that and deciding for themselves. I think the best way to go about it is just to try getting folks who are comfortable sharing their own pronouns to do so, and I do understand asking interviewers hiring managers/trainers to make this a priority because it sends a culture message. So for me, I'd start the interview by saying something like "My name is Katie Berg, I use she/her pronouns, and my job title here at MACC is HR Consultant. Can you start by introducing yourself and telling us about your recent work history?" If someone does want to share their pronouns with you, you've set the stage for them to feel welcome to do so. If they are not comfortable (or happen to not understand why you're sharing your pronouns), then they can just skip it in their introduction.

To get back to your original question, as far as I know it's legal to ask someone what their pronouns are. I think it's a good question though, since a person's answer may unintentionally reveal that they are in a protected class. Is it the best practice to ask about pronouns that directly? I don't think so.

Catherine Berg SHRM CP
Metropolitan Alliance of Connected Communities

email to our online interview session on a
platform to facilitate

Original Message:

Sent: 08/01/2021 22:38

From: Helen Quinones

Subject: Pronouns in the interview process

Hello all,

The desire to be progressive and inclusive is running high in our new organization. We work in retail and are training our new managers on the interviewing process. We got asked about gender pronouns and how we can incorporate them into the interview process. I

am on email in a one-on-one session with all of it is okay to ask someone at
the moment we are able to use that information to facilitate. The intention is to make this candidate as comfortable as possible and note that our work environment

welcomes them.

We did reply back to the trainee and explain that a gentle warm up can be introducing yourself with your pronoun and see how they reply. However, we must would like to know the legal standing on asking directly during the interview process.

thank you
Helen Huinones

Helen Huinones
HM Connect

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[previous message](#)

6. [Re: Pronouns in the interview process](#)

[Reply to group](#)



Aug 6, 2021 1:01 PM
Anonymous

No. Ridiculous.

email to our online interview area
comment on a
discussion board

Original Message:

Sent: 08/06/2021 1:02

From: Catherine Berg

Subject: Pronouns in the interview process

Hi Helen! Kudos to you and your org for incorporating this into your interview process. I think it sends a really inclusive message to applicants. My understanding of pronouns is that we should not be asking for preferred pronouns, just pronouns, because they aren't someone's preference, it's just their pronouns. Does that make sense? I also read a blog post recently from a person who really wished their company would stop pushing the pronouns thing in email signatures, etc. because

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Catherine Berg SHRM CP
Metropolitan Alliance of Connected Communities

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7. [Re: Pronouns in the interview process](#)

[Reply to Group](#)

[Reply to Sender](#)

sha Tohill



Aug 6, 2021 10:16 PM

[sha Tohill](#)

I 100% agree with Catherine's approach. Have the interviewers use their pronouns in the introduction but not specifically ask the person for theirs. It demonstrates a welcoming environment without putting them in an uncomfortable situation.

sha Tohill
Capital Partners for Education

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Original Message:

Sent: 08/06/2021 1:2

From: Catherine Berg

Subject: Pronouns in the interview process

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Catherine Berg SHRM-CP

Metropolitan Alliance of Connected Communities

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8. [Re: Covid Mask policy](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 1:23 PM

Maryellen Cooke

We are a Tribal Casino so we have kept our mask mandate for both employees and guests regardless of vaccination status as per Tribal restrictions. 70% of our employees are fully vaccinated which is above state and local levels. We have made masks part of their uniform to avoid some of the politics. In talking to other local or chain businesses in the area who are re instating masks it's harder to go backwards than to just continue with all precautions. Therefore we have decided to wait to see how the Delta variant does in our area before we make any decisions to lessen any restrictions.

Maryellen Cooke
Akwesasne Mohawk Casino Resort

e l to ou nline ie ea e ommen o a
la as na o iate

Original Message:
Sent: 08/06/2021 1:38
From: Christi Foti
Subject: Covid Mask policy

We have lifted the mask mandate for vaccinated employees. Wondering if anyone has rescinded the mask mandate in light of the number of growing covid cases

Thank you

Christi

Christi Foti
Consultant



Aug 6, 2021 : PM

Anonymous

Following is our policy:

C

oli Company provides scheduled, paid vacation leave to regular full time and regular three quarter time employees. An employee's eligibility to use accumulated vacation is based on the employee's anniversary date.

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Administration of acation eave

acation leave of regular full time employees will accrue at the rate of 8 hours per month of service for a total of 6 hours per year.

1. Regular three quarter employees will accrue annual vacation leave on a pro rated basis, based on the number of their regularly scheduled hours per day.
2. Annual vacation leave accumulated from the date of employment may not be used prior to the completion of si months continuous service and satisfactory completion of the introductory period.

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acation may be taken in a single continuous period, in separate weeks, in days, or if necessary in one hour increments.

1. Employees must use or lose any accumulated vacation leave of more than 0 hours if not taken by their anniversary date. t is up to the employee to keep up with their unused hours.
 2. pon leaving Company's service, employees will be paid for accumulated but unused vacation time, provided they give two weeks written notice or are not being terminated for misconduct.
 3. acation leave may not be authorized during the final two weeks of employment.
- . An employee who is terminated or who leaves voluntarily before completing the si month introductory period will not be paid for accumulated but unused vacation time.

- . Selection of vacation dates will be subject to the approval of the employee's supervisor with preference given to longer service employees. Before vacation time is approved, supervisors will take into account that programs and activities are adequately supervised by remaining employees.

vacation time used and available is reflected on the employee's pay stub.

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Original Message:

Sent: 08/06/2021 13:11

From: Anonymous

Subject: PTO after separation of employment

I am in Virginia so we do not have to pay out employees after separation of employment. We do want to offer paid PTO to employees who have left the right way. Does anyone have a policy similar to this that may include you must give two weeks, do a exit interview, etc..

Thank you

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60. [Re: Non HR Employee impersonating Recruiter](#)

[Reply to group](#)



Aug 6, 2021 1:08 PM

Anonymous

Actually saw this happen in a previous job. This was before social media started to get big, so Facebook was not a thing yet. The employer paid referral bonuses to employees. An employee posted the job with the state's employment commission. People who saw the job posting called and came in to the branch to speak to the employee. (All recruiting and hiring was handled at the corporate office.) HR found out and the employee was counseled, but not terminated.

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Original Message:

Sent: 08/01/2021 08:11

From: Anonymous

Subject: Non HR Employee impersonating Recruiter

Hi,

I have a non HR employee (accounting team member) who divulged some disturbing information to my head of recruiting last week. After making odd comments about wanting to join the recruiting team and pressing the recruiter for salary information on other employees, she went on to tell the recruiter that she had met someone on Facebook via an ad placed. She said she was vetting them to possibly refer them for a job. Her goal was to get more referral bonuses, which we offer to our employees when they send a personal referral (once certain conditions are met). She was very clear in telling the recruiter that during her vetting process, she asked questions such as have you done drugs and have you been in jail. We do not have access to her Facebook, and can't confirm whether she placed an actual ad, or responded to someone else's ad.

This employee is an average performer. She has 2 instances of being warned for inappropriate time tracking (not clocking in/out according to her actual time worked, or clocking in before being at the office). She is a bit unreliable, and constantly needs time off or remote work (almost every week) for some issue or another. However, she does get her work done, for the most part.

The manager is asking if we can terminate based on the conversation she had with the recruiting manager. If so, what would you put as the reason for termination?

In our IT Security policy, it states employer reserves the right to take legal action where necessary against employees or others who engage in prohibited or unlawful conduct in the course of their social media activities. It also says do not represent yourself as a spokesperson for the company. In any social media

posts, be clear about the fact that you are an employee and your views do not represent those of the company... I'm not sure this is enough, in this case.

Looking for your best advice

Thank you.

[top](#)[previous next](#)

61. [Re: Heartland Payroll](#)

[Reply to group](#)

Aug 6, 2021 12: 2 PM

Anonymous

This is exactly why we switched to PayNortheast. They do not have sales people. When you inquire about their services, an account manager contacts you to discuss your needs and show you the system. This is the same person that will setup your account and be your primary point of contact going forward. We have never had a payroll company utilize this strategy.

Most payroll companies have you talk to a sales person who promises you the world, then you have redundant conversations with the implementation who tell you the sales person should not have said that, then you get passed onto a support team that knows nothing about your account. With Paynortheast, we just had one rep the entire time which was ER nice.

Plus, they were less expensive than heartland and their customer service was much better, especially since they knew our account inside and out.

email to our online interface recommended to our
administrator

Original Message:

Sent: 08/06/2021 16:2

From: Anonymous

Subject: Heartland Payroll

After almost a year, we still aren't happy with Heartland. It's been a mess from the start and almost no support and zero training. We have approx 100 employees and although the sales rep kept telling us we had all these bells and features within the Heartland payroll (HR S features), we did not. And he could not tell us how to access them. After many frustrated phone calls, I finally found a person to press a button on their end and suddenly the site opened up to the HR S features. This was

supposed to be awesome, but turns out its rubbish. We have to build the suite out with personalized questions, alerts, and options...We are HR, not T. The forms we require to be signed for onboarding cost at least 200 a piece to have them programmed into Heartland. Without paying this, we are limited to a blank sheet of paper that doesn't even tell you what the employee read before they signed this acknowledgement .

The sales rep made a lot of promises, but Heartland can't back them up. Their PR support is not support, they can only do it for you. Needless to say, we are back on the hunt for a new PR processor that will have the HR S already built.

Original Message:

Sent: 08/03/2021 1:23

From: Sheree Gonzales

Subject: Heartland Payroll

We are a small contract manufacturer in California (8 employees soon to be a bit over 10.) We are contemplating changing from ADP to Heartland Payroll. I would love to hear about the experiences of others that have used, or currently use Heartland. Thanks

Sheree Gonzales
Revco Products Inc.

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62. [Re: Hiring Minors Manufacturing](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 12:30 PM

[Vanessa Gomez](#)

located in Florida

Vanessa Gomez
EMJAC Industries, Inc.

[Reply to you online](#) [like](#) [share](#) [comment](#) [report](#)

la as na o iate

Original Message:

Sent: 08/03/2021 1 : 1

From: Donald Herrmann

Subject: Hiring Minors Manufacturing

Depends on where you live. There are general prohibitions such as no hazardous work. Here in W, the DWD is kind enough to give us a list of what minors can and cannot do.

Federally there is this:

u ations an ea ol s ma not e o m

Under the child labor laws of the Fair Labor Standards Act, employers may employ 16 and 17 year olds for any job unless it has been deemed particularly hazardous for such youth or detrimental to their health or well being. 29 USC Code 203(l)(2) 29 CFR 70.118 29 CFR 70.120 The following is a list of the occupations the U.S. Department of Labor has deemed to be particularly hazardous for 16 and 17 year olds or detrimental to their health or well being and which 16 and 17 year olds may not perform the following work:

- manufacturing or storing explosives or articles containing explosive components (see [more](#))
- motor vehicle driver and outside helper (see [more](#))
- coal mine occupations (see [more](#))
- forest fire fighting and prevention, timber tract occupations, and forestry service occupations (see [more](#))
- logging occupations (see [more](#))
- operating sawmills, lath mills, shingle mills, or cooperage stock mills (see [more](#))
- work involving exposure to radioactive substances and to ionizing radiations (see [more](#))
- operating power driven hoisting apparatus (see [more](#))
- operating power driven metal forming, punching, and shearing machines (see [more](#))
- mining (see [more](#))
- operating power driven meat processing machines and occupations involving slaughtering, meat and poultry packing, processing, or rendering (see [more](#))
- operating of bakery machines (see [more](#))
- operating balers, compactors, and paper products machines (see [more](#))
- manufacturing brick, tile, and kindred products (see [more](#))
- operating circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs (see [more](#))

- operating power driven wood working machines (see [more](#))
- wrecking, demolition, and shipbreaking operations (see [more](#))
- roofing operations and on or about a roof (see [more](#))
- excavation operations (see [more](#))

2 CFR 70.1 70.68

Don Herrmann, MBA, SHRM SCP, CPC

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63. [Re: Payroll providers: Ceridian vs. Paycor](#)

[Reply to group](#)

[Reply to Sender](#)



Aug 6, 2021 1:2 PM

[Jaclyn Casale](#)

We've been with Paycor for 2. years they were great at the start provided a lot of updates that were helpful at the height of COVID including rolling out codes for FFCRA hours tracking a report generator for PPP loan applications. But customer service is questionable. We're having a problem with Paycor not submitting wage report journals with the quarterly state files of 1s have had an open claim with them since January 2021 for this issue that began in 3 2020. We're being fined by the state for not submitting that particular report in a timely manner Paycor said, in an automated email, that they would add a credit to our account for the penalties paid but we have yet to see the credit on the account or the issue resolved.

Jaclyn Casale
PSE HEA TH ENER

email to our online file ea e ommen o a
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Original Message:
Sent: 07/28/2021 07:

From: Ruth Sheehan
Subject: Payroll providers: Ceridian vs. Paycor

We are an employer of approximately 100 employees, Currently using ADP and we H.A.T.E. them. We are paying them for the full service product, and we are getting WA less customer service than we would with either Ceridian or Paycor. Takes ADP literally weeks to fix issues and answer questions. It is almost August and some of our file feeds are still not active. Anyway, we have narrowed it down to Ceridian or Paycor. Big issues are time and attendance, responsive customer service, one module (not integrated modules that don't talk to each other well). Wondering if anyone cares to weigh in with their opinions of either one. We have heard that Ceridian uses a third party for initial integration and that worries us a little bit.

Thanks in advance.

Ruth Sheehan
HR Specialist
Kendrick Plastics
Grand Rapids, MI

[top](#)

[previous](#)

6 . [Re: Christmas gifts](#)

[Reply to Group](#)

[Reply to Sender](#)



Aug 6, 2021 1:11 PM

[Raquel Gregory](#)

Wine Country Gift Baskets has a complete catalogue available and their prices are some of the most affordable I've seen.

Most do not include wine....they have something for almost any occasion and budget and we got good feedback from every recipient.

Raquel Gregory

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la as na o iate

Original Message:

Sent: 07/21/2021 16:00

From: Robyn Smith

Subject: Christmas gifts

Each year our CEO sends out tins of Sunnyland Farms gourmet nuts to all employees and industry board members as a Christmas gift. 'm wanting to switch it up and send something different this year. 'm just wondering if anyone else sends out any tokens of appreciation at Christmas time. Needing some ideas.

Thanks in advance

Robyn Smith

Shawnee Communications, Inc.

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From: [Kimberly Humphrey](#)
To: [Larry Ox](#)
Subject: d: ill
Date: uesday, August 10, 2021 4:41:20 PM
ttac me t : [Employee update ..30.2020.pdf](#)

FYI- this is the policy I had in place during June 2020

Kimberly M. Humphrey
orough Administrator, PA
orough of radley each
32- -2 office
0 - 5-4 5 cell
www.bradleybeachnj.gov

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From: [Larry Cox](#)
To: [Larry Cox](#)
Subject: a memo
Date: Friday, August 13, 2021 12:31:05 PM

Hi from- Larry Cox here.

I'd like to connect and talk about the possibility of a traffic study on Lake Terrace Drive. We continue to get complaints and I have been on porches with residents when people are clearly exceeding the 25 MPH.

Can we talk early next week

- Jim Humphrey formally Gonzalez is working out very, very well as our new A.A.- great add.

Let me know if next week works-

Thanks from

est-

Larry

Sent from my iPhone

From: [Kimberly Humphrey](#)
To: [Larry Ox](#)
Subject: Updated Employee Listing
Date: Friday, August 13, 2021 2:4 :10 PM
Attachment: [employee listing.xlsx](#)

I would like to review some of these numbers next week.
I would like to address Erica sooner rather than later. I will explain more when we speak.

Kimberly M. Humphrey
Borough Administrator, PA
Borough of Bradley Beach
32- -2 office
0 - 5-4 5 cell
www.bradleybeachnj.gov

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----- forwarded message -----

From: **ecc re** <[xxxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxxx](#)>
Date: Thu, Jul 2 , 2021 at 12:21 PM
Subject: P A E Employee Listing
From: **Kimberly Humphrey** <[xxxxxxxxxx@xxxxxxxxxxxxxxxxx](#)>, Sandra Rice
<[xxxxxx@xxxxxxxxxxxxxxxxx](#)>

I changed the original sheet to be broken out in the tabs you wanted. Keep in mind, under the PD Specials some of those people may be PT Permanent. I m guessing you would need to check with the Chief on what his intentions are.

Thanks,

--

Melissa ecchiarelli
Finance Department
Borough of Bradley Beach
732-776-2999 x1025