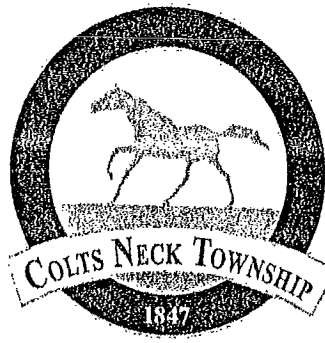




Via Hand Delivery

January 10, 2019

Mr. Michael Armellino
[REDACTED]

Dear Mr. Armellino:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

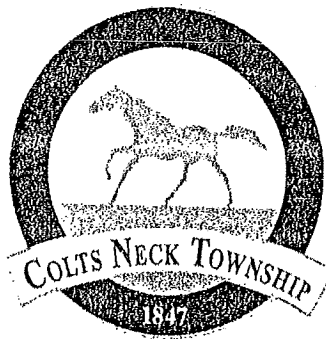
In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed seventeen (17) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

A handwritten signature in cursive script, appearing to read "Kathleen Capristo".

Kathleen Capristo
Township Administrator



Via Hand Delivery

January 10, 2019

Mr. Dennis Jenzer
[REDACTED]

Dear Mr. Jenzer:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

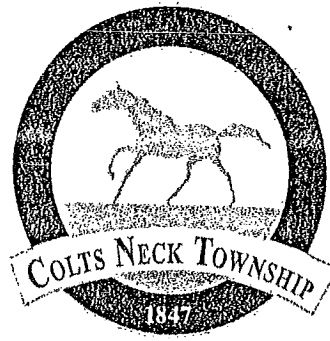
In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed seventeen (17) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

Handwritten signature of Kathleen Capristo in cursive.

Kathleen Capristo
Township Administrator



Via Hand Delivery

January 10, 2019

Mr. Michael O'Reilly
[REDACTED]

Dear Mr. O'Reilly:

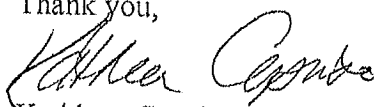
As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

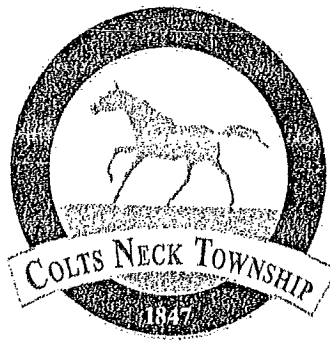
Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed four (4) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,


Kathleen Capristo
Township Administrator



Via Hand Delivery

January 10, 2019

Mr. Keith Otten
[REDACTED]

Dear Mr. Otten:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed six (6) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

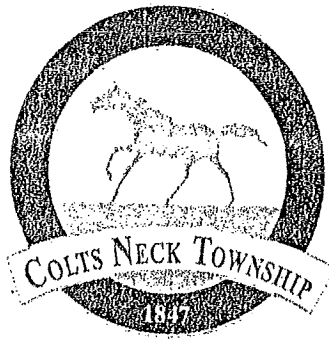
A handwritten signature in cursive script, reading "Kathleen Capristo".

Kathleen Capristo
Township Administrator

Colts Neck Township . 124 Cedar Drive . Colts Neck, NJ 07722

Tel: 732.462.5470 . Fax: 732.431.3173

www.coltsneck.org



Via Hand Delivery

January 10, 2019

Mr. John Petocz
[REDACTED]

Dear Mr. Petocz:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed twenty (20) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

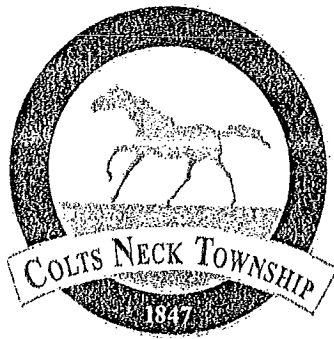
A handwritten signature in cursive script, appearing to read "Kathleen Capristo".

Kathleen Capristo
Township Administrator

Colts Neck Township . 124 Cedar Drive . Colts Neck, NJ 07722

Tel: 732.462.5470 . Fax: 732.431.3173

www.coltsneck.org



Via Hand Delivery

January 10, 2019

Mr. Glenn Richardson
[REDACTED]

Dear Mr. Richardson:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

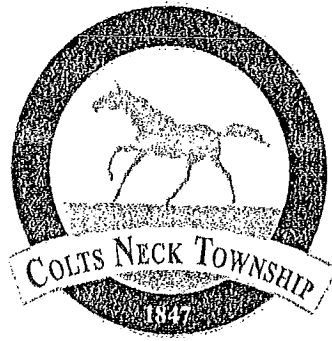
In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed twenty-six (26) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

A handwritten signature in cursive script, appearing to read "Kathleen Capristo".

Kathleen Capristo
Township Administrator



Via Hand Delivery

January 10, 2019

Mr. Samuel Ratajczak
[REDACTED]

Dear Mr. Ratajczak:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary and maintain your health care coverage through January 30, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

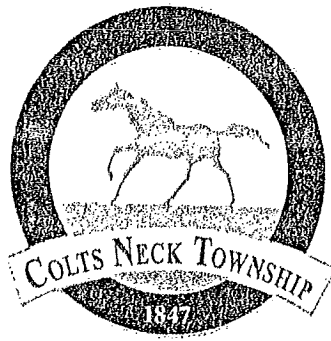
In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed twenty-six (26) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

A handwritten signature in cursive script, appearing to read "Kathleen Capristo".

Kathleen Capristo
Township Administrator



Via Hand Delivery

January 10, 2019

Mr. Gregory Sabo
[REDACTED]

Dear Mr. Sabo:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed fifteen (15) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED] additional pay. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

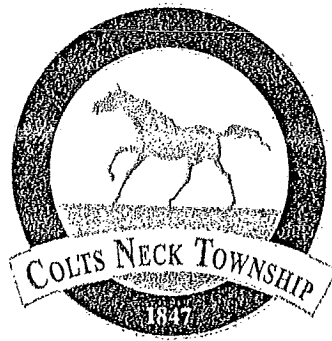
Thank you,

Kathleen Capristo
Township Administrator

Colts Neck Township . 124 Cedar Drive . Colts Neck, NJ 07722

Tel: 732.462.5470 . Fax: 732.431.3173

www.coltsneck.org



Via Hand Delivery

January 10, 2019

Mr. Charles Sickles
[REDACTED]

Dear Mr. Sickles:

As you may be aware, the Township recently decided to implement a reorganization plan for the Township's Department of Public Works. As part of this reorganization, the Township has decided to eliminate certain positions and implement a reduction in force in the Department.

Pursuant to the 20-day notice provision in Article IV of the collective negotiations agreement between the Township and the CWA Local 1075, this letter serves as notice that your position is being eliminated, effective January 30, 2019. In lieu of working during this 20-day period, the Township will continue paying you your normal salary through January 30, 2019 and will maintain your health care coverage through January 31, 2019. You will also receive any payments for unused and accrued vacation and sick leave to which you are entitled in accordance with the terms of the collective negotiations agreement between the Township and CWA Local 1075.

In addition, enclosed please find a Severance Agreement for your review. [REDACTED]

[REDACTED] Because you have completed six (6) full years of service, your severance pay upon signing the Agreement would be [REDACTED] representing [REDACTED]. Please sign and return this Severance Agreement to the Township by Thursday, January 31, 2019 if you wish to receive severance pay. If it is not received by this date, the Township will assume that you have rejected the severance offer.

Thank you,

A handwritten signature in cursive script, appearing to read "Kathleen Capristo".

Kathleen Capristo
Township Administrator