

AGENDA

CITY OF CAMDEN

CITY COUNCIL SPECIAL MEETING

May 27th, 2022 – 12:00 noon

Honorable Angel Fuentes, Council President

Honorable Sheila Davis, Vice-President

Honorable Marilyn Torres

Honorable Felisha Reyes-Morton

Honorable Shaneka Boucher

Honorable Chris Collins

Honorable Nohemi Soria-Perez

Honorable Victor Carstarphen, Mayor

Michelle Spearman, City Attorney

Howard McCoach, Counsel to Council

Luis Pastoriza, Municipal Clerk



CITY COUNCIL AGENDA

SPECIAL MEETING

FRIDAY, MAY 27, 2022– 12:00 NOON

CALL TO ORDER

FLAG SALUTE

ROLL CALL

STATEMENT OF COMPLIANCE

NOTICE OF MEETING

ORDINANCES – SECOND READING & PUBLIC HEARING

Department Of Administration

1. An Ordinance Further Amending And Supplementing An Ordinance Entitled, “An Ordinance Fixing The Salary Ranges To Be Paid To Certain Officers And Employees In The Unclassified Service Of The City Of Camden” Adopted December 23rd, 1982 (MC-1917)

RESOLUTIONS

Department Of Administration

2. Resolution requesting approval of two (2) separate items of revenue and appropriation NJSA 40A:4-87 for the Clean and Safe Parks and Commercial Corridors program, and premium pay for City Employees

PUBLIC COMMENT

ADJOURNMENT

Please note summary of Public Decorum rules below.

Rule XVII: Decorum

Any person who shall disturb the peace of the Council, make impertinent or slanderous remarks or conduct himself in a boisterous manner while addressing the Council shall be forthwith barred by the presiding officer from further audience before the Council, except that if the speaker shall submit to proper order under these rules, permission for him to continue may be granted by a majority vote of the Council.

City Council meetings shall be conducted in a courteous manner. Citizens and Council members will be allowed to state their positions in an atmosphere free of slander, threats of violence or the use of Council as a forum for politics. Sufficient warnings may be given by the Chair at any time during the remarks and, in the event that any individual shall violate the rules of decorum heretofore set forth, the Chairperson may then cut off comment or debate. At the discretion of the Chairperson, light signals may be used to display the commencement of the time for speaking and a warning light may be flashed to show that the appropriate time has passed. A red light will signal that there is no longer time.

0-1

MBS:sse
05-10-22

AN ORDINANCE FURTHER AMENDING AND SUPPLEMENTING AN ORDINANCE ENTITLED, "AN ORDINANCE FIXING THE SALARY RANGES TO BE PAID CERTAIN OFFICERS AND EMPLOYEES IN THE CLASSIFIED AND UNCLASSIFIED SERVICE OF THE CITY OF CAMDEN", ADOPTED DECEMBER 23, 1982 (MC-1917)

BE IT ORDAINED, by the City Council of the City of Camden that, an ordinance entitled, "An Ordinance Fixing the Salary Ranges to Be Paid Certain Officers and Employees in the Classified and Unclassified Service of the City of Camden", adopted December 23, 1982 (MC-1917) is amended and supplemented as stated herein, with attachments, as follows:

SECTION 1. AMENDING the salary and wage schedule to change the salary range of "Temporary/Seasonal" titles as follows:

TITLE	
Neighborhood Program Aide	\$15.00-\$25.00
Seasonal Recreation Supervisor	\$12.00-\$18.00
Seasonal Recreation Leader	\$ 9.00-\$15.00
Seasonal Recreation Aide	\$ 8.00-\$12.00
Seasonal Life Guard	\$ 8.00-\$15.00
Seasonal Truck Driver	\$ 9.00-\$15.00
Temporary Clean Neighborhood Program Aide	\$15.00 - \$17.00
Temporary Laborer	\$15.00 - \$17.00

SECTION 2. All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed as to such inconsistency only.


SECTION 3. This ordinance shall take effect twenty (20) days after its final passage and publication as provided by law.

SECTION 4. If any provision of this ordinance is declared invalid, such invalidity shall not effect the other provisions of this ordinance. Furthermore, the other provisions of this ordinance are deemed to be severable and remain in full force and effect.

BE IT FURTHER ORDAINED, that pursuant to N.J.S.A. 52:27BBB-23 and N.J.S.A. 40:69A-41, a true copy of this Ordinance shall be forwarded to the Mayor, who shall have ten (10) days from the receipt thereof to approve or veto this Ordinance. Additionally, pursuant to N.J.S.A. 52:27BBB-23, a true copy of this Ordinance shall be forwarded to the State Commissioner of Community Affairs, who shall have ten (10) days from the receipt thereof to veto this Ordinance, and the action by the Commissioner regarding this Ordinance shall supersede any action by the Mayor on the same Ordinance. All notices of approval and/or veto shall be filed in the Office of the Municipal Clerk.

Date of Introduction: May 10, 2022

The above has been reviewed and approved as to form.


MICHELLE BANKS-SPEARMAN
City Attorney

ANGEL FUENTES
President, City Council

VICTOR CARSTARPHEN
Mayor

ATTEST: _____
LUIS PASTORIZA
Municipal Clerk

MBS:dh
05-27-22

**RESOLUTION REQUESTING APPROVAL OF TWO (2) SEPARATE ITEMS OF
REVENUE AND APPROPRIATION NJS 40A:4- 87 FOR THE CLEAN AND SAFE
PARKS AND COMMERCIAL CORRIDORS PROGRAM, AND PREMIUM PAY
FOR CITY EMPLOYEES**

WHEREAS, NJS 40A:4-87 provides that the Director of the Division of Local Government Services may approve the insertion of any special item of revenue in the budget of any county or municipality when such item shall have been made available by law and the amount was not determined at the time of the adoption of the budget; and

WHEREAS, the Director may also approve the insertion of an item of appropriation for equal amount, now, therefore

BE IT RESOLVED, that the City Council of the City of Camden in the County of Camden, New Jersey, hereby requests the Director of the Division of Local Government Services to approve the insertion of two separate items of revenue in the budget of the year 2022 in the sum of \$1,500,000.00 for Premium Pay to City Employees and \$1,044,000.00 for the Clean and Safe Parks and Commercial Corridors Program, which is now available from the American Rescue Plan's State and Local Fiscal Recovery Funds ("SLFRF").

BE IT FURTHER RESOLVED, that the like sum of \$1,500,000.00 is hereby appropriated under the caption "SLFRF-Premium Pay".


BE IT FURTHER RESOLVED, that the like sum of \$1,044,000.00 is hereby appropriated under the caption "SLFRF-Clean and Safe"

BE IT FURTHER RESOLVED that the above is the result of funds from American Rescue Plan's State and Local Fiscal Recovery Funds in the amount of \$61,648,323.00.

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 52:27BBB-23, a true copy of this Resolution shall be forwarded to the State Commissioner of Community Affairs, who shall have ten (10) days from the receipt thereof to veto this Resolution. All notices of veto shall be filed in the Office of the Municipal Clerk.

Date: May 27, 2022

The above has been reviewed
and approved as to form.


MICHELLE BANKS-SPEARMAN
City Attorney

ANGEL FUENTES
President, City Council

ATTEST:

LUIS PASTORIZA
Municipal Clerk

CITY OF CAMDEN
CITY COUNCIL REQUEST FORM

Council Meeting: May 27, 2022

TO: City Council
FROM: Timothy Cunningham, Esq., Business Administrator


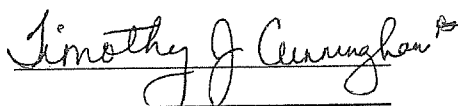
Department Making Request: Administration

TITLE OF RESOLUTION: Resolution Requesting Approval of Two (2) Separate Items of Revenue and Appropriation NJS 40A:4-87 for the Clean and Safe Parks and Commercial Corridors Program, and Premium Pay for City Employees.

BRIEF DESCRIPTION OF ACTION: This is necessary to appropriate 1.5 million in SLFRF monies to pay premium pay for City Employees. Additionally, the City desires to appropriate \$1,044,000 of SLFRF monies to commence the Clean and Safe Parks and Commercial Corridors Program. This Program is a job training program where the City seeks to hire (60) more or less temporary employees per year for a period two years to work in the title of, "Clean Neighborhood Program Aide" (Program Aide). The Program Aides will work 32 hours per week at \$17.00 per hour and will be under the supervision of the City Department of Public Works. The goal is to provide basic maintenance services (Clean and Safe) and ambassador (Meet and Greet) services to City Parks, and Commercial Corridors beyond the boundaries of the Camden Business Improvement District.

AMOUNT OF PROPOSED CONTRACT:

Waiver Request Form Attached for State DCA/DLGS Approval - (If applicable)
For Example: Form "A" - Request for approval of Employees Requiring Advice and Consent of Governing Body, Form "D" - Contract Request, Form "E" - Creation/Extension of Services, Form "G" - Grant Approval, Form "H" - Bond Ordinance or Contract Request, Form "I", "Best Price Insurance Contracting" Model Ordinance

Approved by City Attorney: _____ Approved by Grants Management: _____ Approved by Finance Director: _____ <input type="checkbox"/> CAF - Certifications of Availability of Funds Approved by Business Administrator: <u>5.25.22</u>	Date <u>5/25/22</u>	Signature  _____ (If applicable) _____ 
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(Name) Please Print (Extension #)

Prepared By: <u>Diana Gonzalez/Marc Riordino</u>	_____
Contact Person: <u>Timothy Cunningham, Business Administrator</u>	_____
	X7150 X7150

Please note that the Contact Person is the point person for providing pertinent information regarding request.
If request is a walk-on, the Contact Person will be responsible for picking up the Council request(s) from the City Attorney's Office to make necessary copies for Council Meeting.

******Please attach all supporting documents******

Clean & Safe Parks and Commercial Corridors Program

OVERVIEW

The Clean & Safe Parks and Commercial Corridors Program ("Program") is a job training initiative. The Program is organized by the City of Camden and Department of Public Works to bring enhanced maintenance and security to Camden, and to promote Camden as a clean and safe place to live, work, study, and invest. The Program hires and trains temporary employees as maintenance crew members and hospitality ambassadors. The City of Camden is responsible for overseeing the Program and ultimately hiring, for providing funds to operate the Program, and for short-term and long-term planning of the Program. The goal is to provide basic maintenance services ("Clean and Safe") and ambassador ("Meet and Greet") services to City Parks, and Commercial Corridors beyond the boundaries of the Camden Business Improvement District:

PROGRAM STRUCTURE

The City seeks to hire sixty (60) more or less temporary employees annually in the title of, "Clean Neighborhood Program Aide" to the extent the NJ Civil Service Commission permits the City to extend the duration of temporary employees from six months to one year. Otherwise, the City will hire for six months per group. The Program will be for two years and can continue beyond two years contingent upon available funding. The Program will be funded by the City through the use of American Rescue Plan's State and Local Fiscal Recovery Funds ("SLFRF").

The Clean Neighborhood Program Aide ("Program Aides") will work thirty-two (32) hours per week at the rate of \$17.00 per hour. The Program will be under the City of Camden Department of Public Works. In addition to existing Department of Public Works Supervisors, the City may hire or designate a Program Manager or Supervisor to oversee the Program. Prior to the conclusion of the temporary employment of the Program Aides, the City of Camden will work closely with its government, nonprofit, and corporate partners to seek permanent employment for the Program Aides.

The Program Aides will perform the type of services, including, but not limited to, in City Parks and Commercial Corridors as follows:

Maintenance - Collecting trash, removing stickers, power-washing sidewalks, maintaining landscaping, shoveling snow, grass cutting, sanitizing park equipment.

Graffiti Abatement - Workers respond to community complaints of vandalism with the goal of removing new graffiti within 24-48 hours. Removal of graffiti with chemical solutions and power-washing will be accompanied by painting vandalized surfaces.

Ambassadors - Uniformed ambassadors will provide general hospitality or "meet and greet" services to visitors. In the form of directing to parking, locating a business, returning lost items, answering questions, and providing support to special events.

Security - Team members will not be policing the parks and corridors and will not have authority to enforce laws, but will instead act as an extra set of "eyes on the street." If criminal activity occurs, staff members have the ability to report events to police personnel as it occurs.

COMMUNITY IMPACT

In today's economic environment, government is being tasked with doing more with less. In older urban environments, the demand for local services is disproportionate and can be overwhelming. The unfortunate reality is that there is only so much that the Camden Department of Public Works can accomplish during the normal work week. The goal of the Clean & Safe Parks and Commercial Corridors Program is to supplement the services already being delivered by the municipal government. The provision of additional maintenance from uniformed employees in the Parks and Commercial Corridors will create environments that are more welcoming to residents and potential visitors.

ECONOMIC IMPACT

The Program will recruit economically disadvantaged youth and other ages in Camden City from the community, probation and programs servicing the target population. Camden residents will have first priority. Thereafter, economically

disadvantaged individuals residing outside the City but within Camden County will be considered for employment. An underlying challenge to the high unemployment rate in Camden City is the lack of job training, work experience, and life skills that many economically disadvantaged and young residents need to be successful in the workforce.

The Program is a key component to Camden City’s strategy to get Camden residents back to work and back on a path of success. It addresses the need for high quality opportunities for economically disadvantaged residents to develop the skills required to secure meaningful work and become civically engaged members of society. Permanent employment is a goal of this Program. The City will work closely with state and county government, community, and corporate partners to permanently hire successful participants of this Program.

BUDGET

The City desires to utilize \$3.75 million of SLFRF monies for this Program. The Fiscal Year 2022 Budget is as follows:

FY2022 Clean and Safe Parks and Commercial Corridors Program Budget

	<u>Wages</u>	<u>Fringe [7.65%]</u>	<u>Total</u>
1)	\$848,640 [60 temporary employees, 32 hours per week, hourly rate - \$17.00, for 26 weeks]	\$64,921	\$913,561
2)	<u>Vehicles</u> [2 Vans at \$45,000 each]		\$90,000
3)	<u>Uniforms & Equipment</u>		\$40,439
		Grand Total	<u>\$1,044,000</u>

PREMIUM PAY

The City of Camden has decided to voluntarily compensate its employees with Premium Pay as a way to express its appreciation for the diligence and hard work exhibited during a very difficult time.

The Administration has set forth the criteria in which Premium (Hazard) Pay has been calculated. Please see below:

Eligibility for Premium Pay

- Must have worked between March 16, 2020 and June 28, 2021
- Must be a current, active employee on the date City Council approves Resolution # MC _____. (not eligible if you have resigned, retired or have been terminated.)
- All time entries registered by a Kronos Clock will be included. Manual entries and work from home hours are not eligible for hazard pay.
- Does not include overtime hours.
- The Administration has established a sliding scale in which it will pay employees.

The sliding scale is as follows:

1-299 hours = \$400

300-499 hours = \$1,500

500 to 749 hours = \$2,000

750-1250 hours = \$3,500

1250-1999 hours = \$4,000

2000 hours and above = \$4,500 (**maximum**)