

December 17, 2010

United Public Service Employees Union
ATTN: James Gangle & Jim Bush
3555 Veterans Highway
Suite H
Ronkonkoma, NY 11779

Gentlemen:

Below please find the details of the meeting of December 17, 2010 between the Fairview Borough Administrator and Public Works Superintendent, Assistant to Administrator/Personnel, respective union shop stewards (White and Blue Collar) and your Union Representatives.

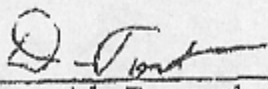

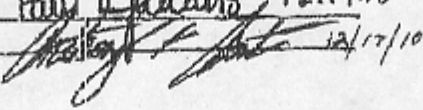
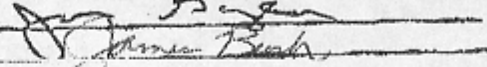
BLUE COLLAR TITLES AND SALARIES FOR ALL EMPLOYEES HIRED AFTER 1999

- Laborer heavy \$30,160
- Building Maintenance Worker \$38,722.85
- Senior Building Maintenance Worker \$42,000
- Truck Driver \$34,000
- Equipment Operator \$37,183.44
- Grounds Keeper \$30,160
- Custodial Worker \$30,160
- Mechanic \$40,000

Please note that Section 4, Page 9 of the Blue Collar contract shall be deleted from the new contract citing a new starting salary for new entry employees. Upon full execution of this memorandum of understanding, these changes will be presented to the Council no later than December 31, 2010. Please note that these salaries reflect the 2010 salary guide.

Additionally it was agreed that both parties propose that all collective bargaining unit employees receive a 2% increase for 2011, 2% increase for 2012 and 2% increases for 2013. It was also noted that all contract benefits shall remain the same with no

changes.

Diane Testa, Administrator/Clerk 
 Paul Juliano, PW Superintendent/Asst. to Adm/Personnel  12/17/10
 Anthony Amato Laborer -heavy Blue Collar Union Rep.  12/17/10
 James Gangle 
 James Bush 