

**AGREEMENT BETWEEN
BOROUGH OF BROOKLAWN
CAMDEN COUNTY, NEW JERSEY**

AND

BOROUGH ADMINISTRATION

OF THE

BOROUGH OF BROOKLAWN

FOR THE YEARS

2012, 2013, 2014

This agreement, dated the 23rd day of January, 2012, is entered into between the Borough of Brooklawn (herein after referred to as the Borough) and Barbara Lewis, RMC/CFO, Ryan Giles, RMC, Anna Minix, Deputy Clerk/Treasurer, Maria Branson, Tax Collector/Water Utility, and Dawn Abate, Court Administrator (herein after referred to as the Administration).

Article 1 - Contract Period

This AGREEMENT shall remain in full force and effect from the date set forth above through December 31, 2014. The salary and all other Articles contained herein are effective as of January 1, 2012.

Article 2 - Health Insurance Coverage

The Borough agrees to pay, excluding the State mandatory employee contribution, and provide coverage for the Administration and dependents in accordance with the definition of the same by the insurance carrier for hospitalization and medical insurance.

Article 2A - Vision Care

The Borough agrees to provide for reimbursement for vision care costs for the Administration and/or dependent(s) up to \$350 per year.

Article 3 - Insurance Incentive

The Borough agrees to pay the Administration 1/2 of the savings to the Borough if they elect not to take Medical Insurance Coverage, Dental Coverage, and/or Prescription Coverage. This payment will be made to the Administration by the first week of December.

Article 4 - Work Week

Full time employees are those who are regularly scheduled to work not less than thirty four hours per week. The Administration shall work four (4) days per week (Monday thru Thursday). If a Friday is necessary at any time, for work to be completed, prior permission must be received from the Mayor or Borough Clerk. If an extra day is worked, those hours would be paid at straight time rate.

Article 5 - Bereavement Leave

In the event of a death in the immediate family, three (3) days bereavement leave with pay will be given to the Administration. Immediate family shall be defined as spouse, children, parents or spouse's parents, brothers, sisters, grandparents and grandchildren.

Article 6 - Holidays

The Administration shall receive twelve (12) paid holidays per year.

Article 6A - Election Days

The Clerk shall receive sixteen (16) hours of straight time pay for the Primary Election and the General Election

Article 6B - Personal Time

The Administration shall receive two (2) personal days per year.

Article 7 - Vacation days

Vacation is calculated by the following schedule:

1-9 Years	12 days vacation
10-14 Years	15 days vacation
15-19 Years	17.5 days vacation
20-24 Years	20 days vacation
25+ Years	25 days vacation

The Administration may sell back ten (10) vacation days per year.

Article 8 - Sick Days

The Administration shall receive fifteen (15) sick days per year. They may sell back to the Borough up to fifteen (15) sick days in excess of twenty (20) days maintained in the bank at the rate of 75% per day.

Article 9 - Jury Duty

The Administration serving on jury duty will be paid their regular daily pay for each day of Jury duty, less all amounts paid by the court system for jury duty participation.

Article 10 - Schools and Seminars

All courses and seminars will be paid by the Borough. Administration attendance beyond regular scheduled work hours at required courses and seminars will be paid straight time rate for the hours in class. If the Administration does not pass any course the first time, they will pay the course fee for the repeated course.

Transportation reimbursement for use of their own vehicle shall be set at the rate of the State, based upon the actual mileage from the Borough of

Brooklawn to and from said place. A receipt of all tolls shall be given to the Treasurer for reimbursement.

All lodging for Conferences shall be paid by the Borough.

Article 11 - Salary

The Administration will receive a 3% increase for 2012, 2013 & 2014.

Article 12 - Termination of Agreement

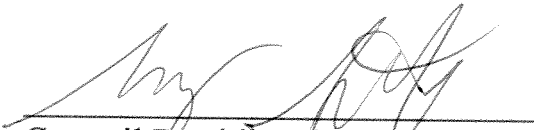
Contractual negotiations for the replacement of this AGREEMENT will commence no later than one hundred and fifty (150) days prior to the expiration of this AGREEMENT. The expiration date of this AGREEMENT is December 31, 2014.

In witness whereof, the parties have hereunto set forth their hands and seals
on this 23rd day of January, 2012.

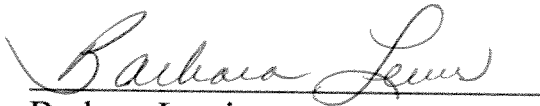
For the Borough of Brooklawn



Mayor Theresa Branella



Council President Greg Gilbert



Barbara Lewis



Anna Minix



Maria Branson



Dawn Abate



Ryan Giles