

**AGREEMENT BETWEEN THE
BOROUGH OF SPRING LAKE HEIGHTS
AND
THE SPRING LAKE HEIGHTS EMPLOYEES ASSOCIATION**

(January 1, 2004 through December 31, 2004)

AGREEMENT

This agreement made and entered into in Spring Lake Heights, New Jersey, this day of 2005 between the BOROUGH OF SPRING LAKE HEIGHTS, a municipal corporation of the State of New Jersey, hereinafter referred to as "Borough" and the SPRING LAKE HEIGHTS EMPLOYEES ASSOCIATION, a non-profit association, hereinafter referred to as "Association".

WITNESSETH

WHEREAS, the parties have previously negotiated an understanding with respect to employment relationship between them, and

WHEREAS, the parties have now reached agreement with respect to the calendar year 2004, and

WHEREAS, the terms of previous agreements between the parties covering the years 1985 through 2004 are deemed to be continuing and binding upon the parties with the exception of amendments to same as set forth herein;

NOW THEREFORE IN CONSIDERATION OF THE FOLLOWING MUTUAL COVENANTS AND AGREEMENTS, it is hereby agreed by and between the parties as follows:

FIRST

THIS AGREEMENT is to be considered as amending and supplementing prior agreements between the parties covering the years 1985 through 2003 and the terms of said agreements continue more specifically set for at length herein except to the extent that said prior agreements are amended or supplemented by the within agreement.

SECOND

THIS AGREEMENT is to be effective for the period January 1, 2004 through December 31, 2004.

THIRD

ARTICLE IV, SALARIES, is hereby amended and supplemented in the following manner:

An increase of 3.8% is granted to all employees of the Association for the year 2004 retroactive to January 1, 2004. Payment of the year 2004 retro monies shall be made within thirty (30) days of the complete execution of this agreement.

FOURTH

For the year 2004 all employees of the Association will each receive a clothing maintenance allowance of \$500.00 to be paid at the last pay in November of each year.

FIFTH

For the year 2004 all employees of the Association will each receive a clothing allowance of \$500.00 to be paid at the last pay in November of each year.

IN WITNESS WHEREOF THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THE DAY AND YEAR FIRST WRITTEN ABOVE.

Attest:

BOROUGH OF SPRING LAKE HEIGHTS

ELISE MCCANN
ACTING MUNICIPAL CLERK

ELWOOD L. MALICK, MAYOR

Witness:

Spring Lake Heights Employees Association

Date Contract Executed: May 9, 2005