

AGREEMENT
 BETWEEN
 BOROUGH OF ESSEX FELLS, Borough of
 NEW JERSEY
 AND
PUBLIC WORKS ASSOCIATION
 OF THE
BOROUGH OF ESSEX FELLS

X JANUARY 1, 1981, THROUGH DECEMBER 31, 1981

This Agreement made and entered into at Essex Fells, New Jersey, this 6th day of January, 1981, by and between the Borough of Essex Fells, in the County of Essex, and the Public Works Association of the Borough of Essex Fells.

The Borough of Essex Fells and the Public Works Association of the Borough of Essex Fells agree that all of the provisions of the agreement between the Borough of Essex Fells and the Public Works Association of the Borough of Essex Fells for the period January 1, 1979, through December 31, 1980, be extended through December 31, 1981, except Article VI - Salaries, which shall be modified as follows:

VI. SALARIES

Each employee covered by this Agreement, whose job title has a salary range shall have his increment calculated from the employee's applicable anniversary date of employment in the title with the Borough, all other employees covered by this Agreement shall receive salaries at the annual rates and on the effective date indicated in accordance with the following schedule:

	<u>January 1, 1981</u>
Mechanic & Maintenance Man	\$15,418.00
Senior Utility Man	\$14,868.00
Senior Water Operator	\$14,868.00

January 1, 1981

Utility Man	
Minimum	\$10,338.00
1st Increment	\$11,066.00
2nd Increment	\$11,729.00
3rd Increment	\$12,391.00
Maximum	\$13,384.00
Water Operator	
Minimum	\$10,602.00
1st Increment	\$11,264.00
2nd Increment	\$11,929.00
3rd Increment	\$12,591.00
Maximum	\$13,384.00
Custodian & Groundskeeper	\$12,671.00

All salaries shall be paid semi-monthly to each employee covered by this Agreement.

Nothing in this Agreement shall be construed to require the Borough to pay an increment to any employee covered by this Agreement. The Borough may withhold payment of an increment when, in its sole discretion, the employment performance of the employee has not been satisfactory.

IN WITNESS WHEREOF, the parties hereto have hereunder affixed their signatures.

PUBLIC WORKS ASSOCIATION OF
THE BOROUGH OF ESSEX FELLS

By Burton Goodman
Burton Goodman, Representative

By Frederick G. Hartmann
Frederick G. Hartmann, Representative

Witness:

Marie B. Adams

BOROUGH OF ESSEX FELLS

By Wallace S. Jones
Wallace S. Jones, Mayor

Witness:

Walter S. Steinmann
Walter S. Steinmann, Borough Clerk

Harold L. Ratzburg
Harold L. Ratzburg, Borough Engineer