

EMPLOYMENT CONTRACT

BETWEEN

THE BOROUGH OF HOPATCONG

AND

THE BOROUGH'S MANAGEMENT EMPLOYEES

January 1, 2010 through December 31, 2013

EMPLOYMENT CONTRACT

THIS EMPLOYMENT CONTRACT, entered into this 19th day of May, 2010, by and between the Borough of Hopatcong, a Municipal Corporation of the State of New Jersey, and the Borough's full-time management level and statutory employees (hereinafter referred to as "the Borough's management employees.")

All employees who were offered and who executed this Employment Contract prior to May 19, 2010, understand that it only impacts their wages, benefits and other terms and conditions of employment that are expressly referenced herein. This Employment Contract was not intended to alter or enhance any other existing rights regarding wages, benefits or any other terms and conditions of employment established by Borough ordinance, resolution, policy or practice or by any applicable State or Federal laws.

A. Annual Salary Increases

This Employment Contract grants the covered employees a base salary increase for 2010, effective January 1, 2010, in the amount of 3.0%. Covered employees understand and acknowledge that salary adjustments for subsequent years shall be established by the Borough Council, in their sole discretion, as limited by law.

B. Medical Premium Co-Pays

This Employment Contract implements the following medical premium co-pay requirements, matching the premium co-pays applicable to the Borough's three (3) collective negotiations units:

Effective for the first payroll ending on or about May 19, 2010 and remaining in place through December 31, 2013, all Borough management employees executing this Employment Contract prior to May 19, 2010 shall be required to share in the cost of health care insurance premiums.

Employees with "single only" coverage shall contribute \$10 per pay period. Employees with dual coverage (i.e. family, employee/spouse, parent/child) shall contribute \$20 per pay period. These contributions shall be pre-tax when deducted from the employee's regular pay and subject to the Borough's Section 125 Plan for tax purposes only.

If legislation is passed that mandates an employee contribution, irrespective of the terms of this Employment Contract, the contractual contributions shall be eliminated when the mandated contributions become effective for the employees covered by this Employment Contract.

C. Evening Hours Pilot Program

This Employment Contract also confirms the implements the following new pilot program to provide for evening work hours:

The Borough Council has determined that the provision of evening hours one night per month would be beneficial to the general public. The Borough Administrator shall retain the right to determine which of the management employees who are parties to this Employment Contract are needed and, if it is determined that evening hours are not necessary for a particular employee, that employee will remain on or be returned to his or her existing schedule. For those employees required to work the evening hours, the evening hours shall be from 6:00 p.m. to 9:00 p.m. on the fourth Wednesday of each month. The new evening schedule shall commence on Wednesday, May 26, 2010 and shall continue through December 22, 2010. This pilot program may be discontinued by the Borough Administrator at any earlier time and may also be extended for all or some of the covered employees in the Borough's sole discretion. Advance notice will be provided regarding the Borough's intent to extend or cancel this evening hours program.

Employees working the three (3) hour evening shift shall leave work three (3) hours early on the following Friday. However, the employee's lunch period on those Fridays must be taken no later than 11:30 a.m. and

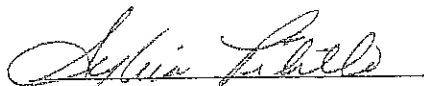
completed no later than 12:30 p.m. to assure that the employee has ample time to address any department concerns prior to their early departure that afternoon. Should a staffing shortage or a work situation prevent their earlier departure as scheduled, any extra hours worked that Friday shall be taken off within thirty (30) days, with notice to the Borough Administrator.

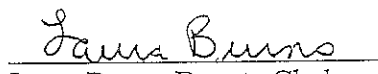
DECLARATION

The Borough of Hopatcong and the management employees who have executed this Employment Contract agree to the terms set forth herein, commencing May 19, 2010 and continuing through December 31, 2013, unless a new contract is executed or this Employment Agreement is rendered ineffective by operation of State or Federal law.

For Borough of Hopatcong:

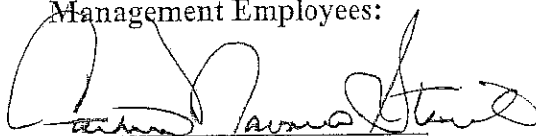
Attested to:


Mayora Sylvia Petillo

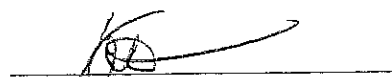

Laura Burns, Deputy Clerk

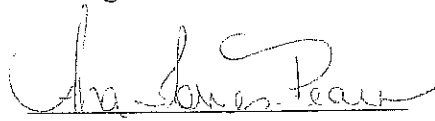
Dated: May 19, 2010


Management Employees:

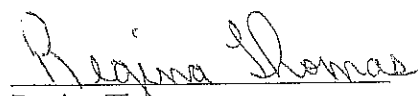

Catherine Navarro-Steindl,
Borough Administrator


Lorraine E. Stark,
Borough Clerk


Kellianne McGann,
Chief Financial Officer


Ana Torres-Pearn
Court Administrator

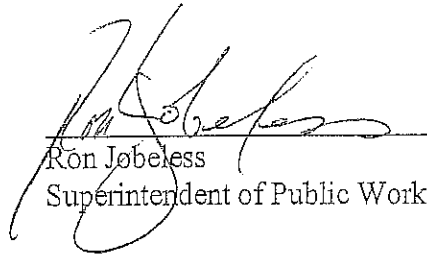

Therese DePierro
Tax Assessor


Regina Thomas
Tax Collector

(Continued on Page 4)



John Swanson
Chief of Police



Ron Jobeless
Superintendent of Public Works




William O'Connor
Construction Official




William Donegan
Zoning Official



Dave Whittaker, Asst Superintendent



Paul Meyer, DPW Supervisor



Rob Lawler, Water / Sewer Supervisor



Susan Parichuk, Recreation Director

DATE: May 19, 2010

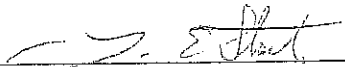
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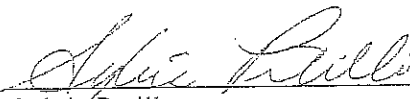
RESOLUTION OF THE GOVERNING BODY
OF THE BOROUGH OF HOPATCONG

WHEREAS, the Borough of Hopatcong has been engaged in negotiations with non-union employees, who are managers and supervisors; and

WHEREAS, the Governing Body of the Borough of Hopatcong approves of the terms and conditions set forth in the attached Employment Contract.

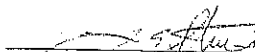
NOW THEREFORE IT BE RESOLVED by the Governing Body of the Borough of Hopatcong that the Mayor and Deputy Borough Clerk are hereby authorized to finalize and execute an agreement with the Management Employees.


Lorraine E. Stark
Borough Clerk


Sylvia Petillo
Mayor

Name	Mot.	Sec.	Yea	Nay	Abt.	Abs.
Baker			✓			
Bunce	✓			✓		
Francis			✓			
Galate			✓			
McManus			✓			
Young	✓			✓		
Petillo						

I hereby certify this to be a true copy of a resolution adopted by the Mayor & Council at a regular/work meeting held on May 19, 2010.


Borough Clerk