

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

(January 1, 2005 through December 31, 2008)

AGREEMENT

This agreement made and entered into in Spring Lake Heights, New Jersey, this 23rd day of January, 2006 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 years 2005 through 2008, 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 2004 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, 2005 through December 31, 2008.

THIRD

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

An increase of 4% is granted to all employees of the Association for the year 2005 retroactive to January 1, 2005. Payment of the year 2005 retro monies shall be made within thirty (30) days of the complete execution of this agreement. For the year 2006 an increase of 4% shall be granted to all employees of the association. For the years 2007 and 2008 an increase of 3.75% shall be granted to all employees of the association.

FOURTH

All employees of the Association will each receive a combined clothing allowance/ maintenance as follows:

2005	\$ 1050.00
2006	\$ 1100.00
2007	\$ 1150.00
2008	\$ 1200.00

The difference in clothing allowance/maintenance paid in November for the year 2005 and the amount stated in this agreement will be paid with 2005 retroactive salaries. Clothing allowance/ maintenance for subsequent years 2006, 2007 and 2008 will be paid at the last pay in November of each year.

FIFTH

After ten (10) years of service, employees covered by this Agreement will have the option to buy back up to one (1) week of vacation at their straight time rate. This is to be paid at the second pay period of December.

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: January 23, 2006

