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AGREEMENT

between

THE BOROUGH OF SPRING LAKE HEIGHTS

and

THE SPRING LAKE HEIGHTS EMPLOYEES ASSOCIATION

(January 1, 1994 through December 31, 1996)

AGREEMENT

THIS AGREEMENT made and entered into in Spring Lake Heights, New Jersey this 28th day of March, 1994 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 the employment relationship between them; and

WHEREAS, the parties have now reached agreement with respect to the calendar years 1994 through 1996; and

WHEREAS, the terms of previous agreements between the parties covering the years of 1985 through 1993 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 prior agreements between the parties covering the years 1985 through 1993 and the terms of said agreements continue as if more specifically set forth 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 of January 1, 1994 through December 31, 1996.

THIRD

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

An increase of four and three quarters (4.75%) percent is granted to all full-time employees of the Association for the year 1994 retroactive to January 1, 1994. Payment of the 1994 retro monies shall be made with thirty (30) days of the complete execution of this Agreement. For the year 1995 an increase of five (5%) percent is granted to all full-time employees of the Association and for the year 1996 an increase of five (5%) percent is granted to all full-time employees of the Association.

FOURTH

FOR each of the years 1994, 1995 & 1996 all full-time employees of the Association will each receive a clothing maintenance allowance of \$350.00.

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

ATTEST:

Claire Barrett
CLAIRE BARRETT, BOROUGH CLERK

BOROUGH OF SPRING LAKE HEIGHTS

By: Frank E. Adams
FRANK E. ADAMS, MAYOR

WITNESS:

Connie Costa
4/13/94

SPRING LAKE HEIGHTS EMPLOYEE ASSOC.

By: Robert Kelsey
ROBERT KELSEY