

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

WHEREAS, the Borough of Spring Lake Heights ("Borough") and the Spring Lake Heights Employees Association ("Union") are parties to a collectively negotiated agreement in effect from January 1, 2019 through December 31, 2023 (hereinafter referred to as the "CNA"); and

WHEREAS, the Borough and the Union wish to enter into this sidebar agreement to memorialize their agreement concerning the amendment of the salary ranges in the CNA to clarify that the ranges shall include the performance-based raises found in Article 4 of the CNA; and

WHEREAS, the Borough and Union wish to memorialize their agreement concerning the amendment of the salary guide to include a Licensed Water Operator, and the adoption of a new employee evaluation form.

NOW, THEREFORE, in consideration of the foregoing, the Parties agree as follows:

1. Article 4, Section A shall be amended as follows (additions underlined and deletions marked with a ~~strikethrough~~):

A. Employees appointed to the designated positions shall be paid annual salaries in accordance with the following guide. The salary ranges are inclusive of the increases in Paragraph B and C:

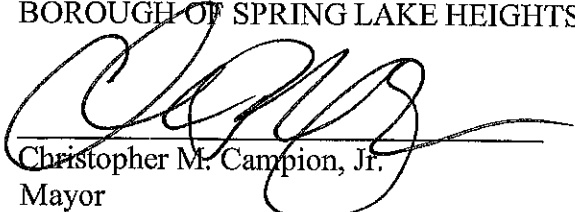
	2019 thru 2023
Assistant Water-Sewer Utility Operator	\$55,000 - \$95,000
Foreman	\$55,000 - \$95,000 <u>\$110,000</u>
Project Foreman	\$55,000 - \$95,000 <u>\$110,000</u>
Mechanic	\$50,000 - \$95,000 <u>\$110,000</u>
Laborer	\$32-\$35K - \$72,000 <u>\$32,000 - \$95,000</u>
<u>Licensed Water Operator</u>	<u>\$55,000 - \$110,000</u>

1. Any newly hired employee appointed after January 1, 2019 for initial appointment to one of the titles listed above shall be paid an annual salary as determined by the Borough Council.

2. The performance evaluation form attached to this Sidebar Agreement shall replace the evaluation form contained in the parties' CNA as Attachment A.

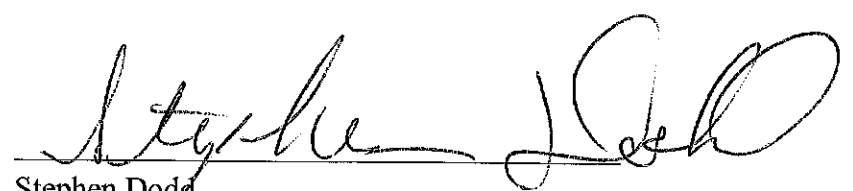
3. The remainder of the Parties collective negotiations agreement not affected by this Sidebar Agreement shall remain unchanged. If there is any contradiction between the collective negotiations agreement and this Sidebar Agreement, this Sidebar Agreement shall control.

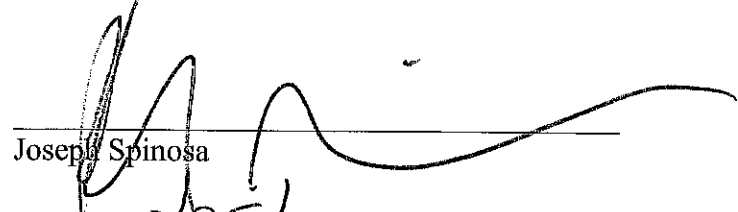
BOROUGH OF SPRING LAKE HEIGHTS


Christopher M. Campion, Jr.
Mayor

Date: 3-25-2022

SPRING LAKE HEIGHTS EMPLOYEE ASSOCIATION


Stephen Doda


Joseph Spinosa

Date: 3/25/22

BOROUGH OF SPRING LAKE HEIGHTS

A Resolution of the Borough of Spring Lake Heights Approving Sidebar Agreement Between
the Borough and Spring Lake Heights Employees Association

Resolution No. R2022-77

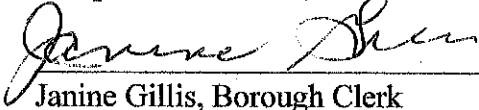
WHEREAS, the Borough of Spring Lake Heights ("Borough") and the Spring Lake Heights Employees Association ("Union") are parties to a collectively negotiated agreement in effect from January 1, 2019 through December 31, 2023 (hereinafter referred to as the "CNA"); and

WHEREAS, the Borough and the Union wish to enter into a sidebar agreement in the form attached hereto to memorialize their agreement concerning the amendment of the salary ranges in the CNA to clarify that the ranges shall include the performance-based raises and longevity found in Article 4 of the CNA; and

WHEREAS, the Borough and Union wish to enter into a sidebar agreement in the form attached hereto to memorialize their agreement concerning the amendment of the salary guide to include a Licensed Water Operator, and the adoption of a new employee evaluation form.

NOW, THEREBY, BE IT RESOLVED by the Borough Council of the Borough of Spring Lake Heights that the sidebar agreement between the Borough and the Union is hereby approved.

Adopted: March 21, 2022,



Janine Gillis, Borough Clerk