

EMPLOYMENT AGREEMENT

RAYMOND B. O'HARE

and

BOROUGH OF KEANSBURG

This Agreement is between Raymond B. O'Hare, presently residing at 39 Ramsey Avenue, Keansburg, New Jersey, 07734 and the Borough of Keansburg, a Municipal Corporation of the State of New Jersey, with administrative offices located at 29 Church Street, Keansburg, New Jersey, 07734. This agreement is for the purpose of defining the terms and conditions of employment of Raymond B. O'Hare with the Borough of Keansburg.

Raymond B. O'Hare hereby agrees to perform all duties charged to him under State Statute for the position of Borough Manager.

Raymond B. O'Hare reserves the right to supervise and assign appropriate duties to subordinate employees in performing the duties of said position.

This Agreement shall not supersede any rights that the employee may have pursuant to State Statute.

DURATION OF AGREEMENT

The term of this Agreement shall be from January 1, 2014 through December 31, 2017. The duration of this contract notwithstanding,

Raymond B. O'Hare shall hold office as long as he shall perform the duties of his office to the satisfaction of the municipal council. The Borough Manager shall hold office for an indefinite term and may be removed by a majority vote of the council. Ninety (90) days notice or payment of the salary for the ninety (90) days on a pro-rata basis shall be provided to Raymond B. O'Hare in the event that municipal council votes to remove Raymond B. O'Hare as Borough Manager.

GENERAL TERMS OF AGREEMENT

For purposes of practicality and uniformity, the Borough of Keansburg and Raymond B. O'Hare do hereby agree that the following Articles from the "Agreement between the Borough and the Communication Workers of America, Local 1032," for the term of January 1, 2014 through December 31, 2016 shall be applicable to the employment of Raymond B. O'Hare:

Article XI:	Holidays (Same)
Article XIV:	Insurance (Covered by retirement coverage)
Article XVIII:	Injury Leave (Same)
Article XLX:	Bereavement Leave (Same)
Article XXIV:	Personal Days (Same)

Article XXV: Jury Duty (Same)

These Articles shall be attached to this Agreement and shall be made a permanent part of this Agreement. Any omitted agreements, policies, or directives promulgated from the Borough of Keansburg that provide compensation or benefits which are not included shall not be construed as forfeiture of any said compensation or benefits by Raymond B. O'Hare.

SALARY

Raymond B. O'Hare has not received a salary increase from his date of hire on July 1, 2010. Raymond B. O'Hare shall receive an annual salary increase as follows:

1/1/14	two percent (02%) increase
1/1/15	one percent (01%) increase
1/1/16	one percent (01%) increase
1/1/17	one percent (01%) increase

LONGEVITY

Raymond B. O'Hare and the Borough of Keansburg agree that Raymond B. O'Hare shall not be entitled to longevity pay.

SICK LEAVE

Raymond B. O'Hare shall be entitled to fifteen (15) days of sick leave with pay each year of service. Sick leave not taken shall accumulate to his credit from year to year, and shall he shall be entitled to such accumulated sick leave with pay if and when needed. There will be no buy back for any unused sick time owed. Upon completion of employment there shall be no payment for any accumulated sick time.

VACATION

Raymond B. O'Hare shall be entitled to twenty-five (25) vacation days per year. There will be no buy back for any unused vacation time. Any unused vacation time not taken shall accumulate to his credit from year to year, and he shall be entitled to such vacation when requested. Upon completion of employment there shall be no payment for any accumulated vacation time.

HEALTH BENEFIT

Raymond B. O'Hare shall utilize his retirement health benefits. He further declines payment for waiver of same.

PENSION

The position held by Raymond B. O'Hare as Borough Manager will be a non-pensionable position and neither the employee nor the Borough shall contribute to the State Retirement Plan.

SEVERABILITY OF AGREEMENT

In the event that any part of this Agreement is found to be illegal by any court of Law or by any Federal or State administrative agency, then it is distinctly understood that the remainder and balance of this Agreement shall remain in full force and effect for the term of the Agreement and that such findings shall not effect the remainder of the Agreement. For this purpose, the provisions of this Agreement severable and the illegality of one shall not make the remainder of this Agreement null and void.

Similarly, a legislative act or governmental regulation or order

affecting any particular provision of this Agreement shall supersede only the specific portion of the Agreement affected thereby.

Nothing contained herein shall be construed to deny Raymond B. O'Hare any rights under Federal and State employment laws.

Attest:

Borough of Keansburg



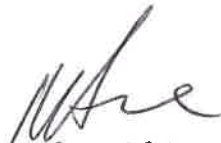
Thomas Cusick, Municipal Clerk



Mayor, Arthur Boden



Thomas Cusick



Raymond B. O'Hare

Witness:



Borough of Keansburg
29 Church Street Keansburg, New
Jersey 07734
732-781-0215

Resolution # 13-160

2013 RESOLUTIONS—DECEMBER 17, 2013

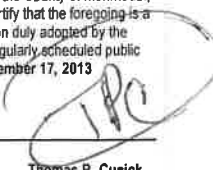
BE IT RESOLVED that the Mayor and Council of the Borough of Keansburg do authorize the Mayor and the Municipal Clerk to execute the Personnel Contract as presented to Mayor and Council between the Borough of Keansburg and Raymond O'Hare; and

BE IT FURTHER RESOLVED that a certified copy be placed on file with the Finance Department and the Borough Clerk's Office

	Moved	Seconded	Ayes	Nays	Absent	Abstain
Mr. Foley			✓			
Mr. DePompa					✓	
Mr. Hoff	✓		✓			
Mr. Cocuzza		✓	✓			
Mr. Boden			✓			

CERTIFICATION

I, THOMAS P. CUSICK, Clerk of the Borough of Keansburg, in the County of Monmouth, New Jersey, do hereby certify that the foregoing is a true copy of a resolution duly adopted by the Borough Council at its regularly scheduled public meeting on December 17, 2013


Thomas P. Cusick
Borough Clerk