

Mr. Francy offered the following Resolution and moved on its adoption:

**Borough of Highlands
County of Monmouth**

R-10-162

**Resolution approving the terms of a new Collective Negotiations Agreement
between the Borough of Highlands and the CWA Local 1032**

WHEREAS, the Borough of Highlands and the CWA Local 1032 are parties to a collective bargaining agreement (the "Agreement") effective July 1, 2008 through June 30, 2011 and

WHEREAS, the Borough has proposed a wage delay for July 2010 to avoid staff reductions and the disruption to public services caused by such staff reductions while it considers its financial situation for the next fiscal year; and

WHEREAS, representatives of the Borough and the CWA who were involved in discussions regarding a wage delay have reached an agreement on modifications to the parties' current Agreement to delay the scheduled wage increase while at the same time avoiding a layoff, furlough or reduction of hours during the period of the delay in the wage increase and have recommended those terms to the full membership of the CWA and the governing body of the Borough of Highlands for approval; and

WHEREAS, it has been determined by the Mayor and Council that the terms agreed to by the parties, which are contained in a written memorandum of agreement, will relieve the Borough from the financial burden of an immediate wage increase and will provide time for the Borough to confirm its ability to continue to provide the same level of services given its financial situation; now therefore

IT IS HEREBY RESOLVED this 21st day of July, 2010 that the Mayor and Borough Council hereby approve the terms of the Memorandum of Agreement negotiated between the Borough and the CWA; and

BE IT FURTHER RESOLVED that the Mayor and Borough Clerk are hereby authorized and directed to sign any and all contracts, agreements or amendments necessary to effectuate these approved terms and conditions.

Seconded by Mr. O'Neil and adopted on the following roll call vote:

ROLL CALL:

AYES: Mr. O'Neil, Mr. Francy, Mayor Little

NAYES: None

ABSENT: Mr. Nolan, Ms. Kane

ABSTAIN: None

DATE: July 21, 2010

CAROLYN CUMMINS, BOROUGH CLERK

I hereby certify this to be a true copy of the Resolution adopted by the Governing Body of the Borough of Highlands on July 21, 2010.

BOROUGH CLERK/DEPUTY CLERK