

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

**R-10-227**  
**RESOLUTION TO OFFER A REVISED**  
**AGREEMENT TO THE PBA**

**WHEREAS** the general terms and parameters of that agreement will include the following:

1. That the PBA will receive the increase that was anticipated on July 1, 2010 on January 1, 2011 of 4.25%.
2. The PBA will accept comp time in lieu of overtime through June 30, 2012.
3. The PBA agrees to enter State Health Benefits Insurance Plan on February 1, 2011.
4. On July 1, 2011 the PBA will receive a 4.25% increase as stated before.
5. If layoff's have to happen before the end of the existing fiscal year which ends on June 30, 2011 the Borough agrees to pay 4.25% salary increase retroactive for the period from July 1, 2010 through December 31, 2010;

In the event for other reasons there are other parameters in which that the Borough will negotiate concerning year two of the modifications as discussed.

Seconded by Ms. Kane and adopted on the following roll call vote:

**ROLL CALL:**

**AYES:** Mr. Francy, Ms. Kane, Mayor Little

**NAYES:** Mr. Nolan, Mr. O'Neil

**ABSENT:** None

**ABSTAIN:** None

**Date:** December 1, 2010

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**CAROLYN CUMMINS, BOROUGH CLERK**

I hereby certify this to be a true copy of Resolution R-10-227 adopted by the Governing Body of the Borough of Highlands on December 1, 2010.

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**BOROUGH CLERK/DEPUTY CLERK**