

Mayor Nolan offered the following Resolution and moved on its adoption:

**R-13-49**  
**RESOLUTION SETTING SALARY INCREASE RATES**  
**FOR BOROUGH CLERK & CHIEF FINANCIAL OFFICER**

**WHEREAS**, the Borough of Highlands has recently just settled all Union Contracts and so the Borough is now ready to set salary rate increases for the Statutory Employees that are not covered under Union Contract; and

**WHEREAS**, the Borough will provide a 2% increase which is the same as what was approved for the union contracts.

**NOW, THEREFORE, BE IT RESOLVED** by the Governing Body of the Borough of Highlands that the following salary increases are hereby approved for both the Borough Clerk and Chief Financial Officer:

July 1, 2012	2%
January 1, 2013	2%
January 1, 2014	2%
January 1, 2015	2%
January 1, 2016	2%

**BE IT FURTHER RESOLVED** that the Borough Clerk is hereby approved effective January 1, 2013 to cash in up to 80 accrued sick leave hours in January of each year. This provision will be permitted through December 31, 2016.

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

**ROLL CALL:**

**AYES:** Ms. Ryan, Mr. Redmond, Mr. Francy, Ms. Kane, Mayor Nolan  
**NAYES:** None  
**ABSENT:** None  
**ABSTAIN:** None

**DATE:** January 16, 2013

Carolyn Cummins, Borough Clerk