

BOARD OF COMMISSIONERS

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236 EAST SHORE ROAD  
GREAT NECK, NEW YORK 11023

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August 19, 2008

Mayor Ralph Kreitzman  
Village of Great Neck  
61 Baker Hill Road  
Great Neck, New York 11023

RE: Future Employment of Village Employees by the District

Dear Mayor Kreitzman:

To the extent that the following can be achieved by the District consistent with its contractual and legal obligations under the Nassau County Civil Service rules and regulations and the New York State Civil Service Law and Regulations, including but not limited to Article 14 of that Law and the Regulations promulgated by the Public Employment Relations Board, the Great Neck Water Pollution Control District agrees that:

Upon the completion of the upgrade of the District Plant (the "Project"), and the combination of the Village's flow into the District's facility, the District will offer employment to and, if accepted, employ the following Village employees, provided said employee has remained continuously employed by the Village from the date of this agreement to the date of the offer:

<b>Employee:</b>	<b>Salary as of 7/16/08:</b>
Gary C. Arman	\$104,000.00
Philip Cornell	78,000.00
Eugene Berube Jr.	63,900.00
Michael S. Berry	51,101.00
Ralph Vega	62,104.00
Jorge Suarez	50,899.00
Carl Blonsky	48,007.00

Said Village employees will be hired by the District at their then current salary, provided said salary does not exceed the employee's salary as of 7/16/08 plus a maximum raise of 4% each July 1 – or whatever date the Village of Great Neck gives its increases thereafter, but only to the extent this can be achieved by the District consistent with its obligations under the Nassau County Civil Service rules and regulations and the New York State Civil Service Law and Regulations, including but not limited to Article 14 of that Law and the Regulations promulgated by the Public Employment Relations Board.

Mayor Ralph Kreitzman  
Village of Great Neck  
August, 19, 2008  
Page 2


The Parties shall take all actions consistent with applicable law as may be required by the State and/or the Nassau County Civil Service Commission and/or the Public Employment Relations Board, or otherwise, in order to implement the intent of this Agreement. The District makes no further representations or promises as to the position, title or benefits for any such prospective employee, except to agree that the said Village employees shall not be deemed "provisional" by the District unless it is required to do so for some reason by the Nassau County Civil Service Commission.

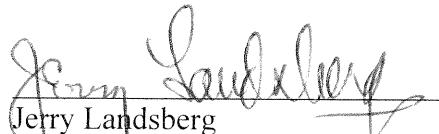
The Parties understand and agree that these employees are free to solicit the District for employment at any time prior to the completion of the Project, but that the District will not solicit them for employment until such time.

If the above terms are acceptable to the Village of Great Neck, please sign below under the words "Approved and Accepted" and return this signed original to our office.

Very truly yours,

  
Jane Rebhuhn

  
Deena Lesser

  
Jerry Landsberg

APPROVED & ACCEPTED:  
on August , 2008

Village of Great Neck

By \_\_\_\_\_  
Ralph Kreitzman, Mayor