

**RESOLUTION NO. 2023-304**

**RESOLUTION OF THE TOWNSHIP OF LITTLE EGG HARBOR,  
COUNTY OF OCEAN, STATE OF NEW JERSEY, AUTHORIZING  
THE EXECUTION OF THE COLLECTIVE BARGAINING  
AGREEMENT AND THE RATIFICATION OF A MEMORANDUM  
OF AGREEMENT WITH PBA LOCAL 295 (SOA) SUPERIOR  
OFFICERS ASSOCIATION**

**WHEREAS**, the negotiation committees of the Township of Little Harbor and the PBA Local 295 Superior Officers met and negotiated terms and conditions of employment for the various Superior Officers of the Little Egg Harbor Township; and

**WHEREAS**, the parties have come to an agreement with regard to the terms and conditions of the collective bargaining agreement for the period of time between January 1, 2024 and December 31, 2028; and

**WHEREAS**, the governing body wishes to ratify the terms of the Memorandum of Agreement and authorize the execution of the collective bargaining agreement with the PBA Local 295 Superior Officers.

**NOW, THEREFORE, BE IT RESOLVED**, by the governing body of the Township of Little Egg Harbor, County of Ocean, State of New Jersey as follows:

1. That the governing body does hereby ratify the terms of the memorandum of agreement with the PBA Local 295 Superior Officers for a period of time retroactive from January 1, 2024, to December 31, 2028.

2. That the governing body authorizes the execution of the collective bargaining agreement which will incorporate the terms of the memorandum of agreement between the Township of Little Egg Harbor and the PBA Local 295 Superior Officers with regard to the terms and conditions of employment in a form acceptable to the Township Labor Counsel.

3. That this resolution shall take effect immediately.

4. That a certified copy of this resolution shall be forwarded to the PBA Local 295 Superior Officers and the Chief Financial Officer/Township Administrator.

**CERTIFICATION**

**I, KELLY LETTERA, CMC, RMC**, Municipal Clerk of the Township of Little Egg Harbor do hereby certify that the foregoing resolution was duly adopted by the Township of Little Egg Harbor Township Committee at a meeting held on the 14<sup>th</sup> day of **December, 2023**.



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**KELLY LETTERA, CMC, RMC**  
Township Clerk  
Little Egg Harbor Township

## **Memorandum of Agreement**

This Memorandum of Agreement ("Agreement") is made this \_\_\_\_ day of \_\_\_\_\_ 2023, by and between the PBA Local 295 Superior Officers, (Union) and Township of Little Egg Harbor.

**WHEREAS**, the Township of Little Egg Harbor and PBA Local 295 Superior Officers are parties to a collective negotiations agreement effective January 1, 2019 through December 31, 2023 concerning the terms and conditions of employment for the various members of the Superior officers of the Little Egg Harbor Police Department; and

**WHEREAS**, the parties are actively engaged in negotiations for a successor agreement; and

**WHEREAS**, the Township and Union have reached an agreement as set forth below; and

**WHEREAS**, the negotiating committees for the Township and Union have agreed to recommend this agreement for ratification and approval to their respective constituents.

**NOW THEREFORE**, the Parties hereby agree to the following terms as full and final settlement of the above matter:

1. All parties acknowledge these terms and conditions are subject to ratification.
2. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
3. All terms and conditions agreed to herein shall remain settled and incorporated into the new agreement. All other terms and conditions not contained herein shall remain status quo. All other proposals are hereby withdrawn by both parties.
4. Article XIV – Rates of Pay: The parties agree to increase the rates of pay as follows:

**2024: 2%, 2025: 2%, 2026: 2%, 2027: 2%, 2028: 1.5%**

5. Article V, Holidays Section E shall be amended to include the following:

F. In the event a holiday is added to Paragraph A above pursuant to the Federal or State declaration in paragraph E, one holiday that is not recognized by the State or Federal Government on the list set forth in A will be removed from the list.

6. Article VI, Section A(1) shall be amended to provide 24 hours of Bereavement Leave with the same terms and conditions for the use of bereavement leave as set forth in the parties' 2012 agreement.

7. Article VI, Section B(1) shall be amended to provide a total of 40 hours of Personal leave per annum.
8. Article X, Workweek, Section A shall be amended to replace the last sentence as follows:  
With prior approval from the Chief of Police and/or his designee, an employee is not required to use leave time for an approved absence of 3 hours or less in a workday.
9. Article XV Section A(3)(D) shall be amended to add the following:  
Retirees are required to contribute to their health insurance in retirement pursuant to Ch. 78 P.L. 2011 reform at 1.5% of their monthly retirement allowance.  
  
The parties agree that previously retired Captain Bezak will be required to contribute 1.5% of his monthly retirement allowance to his medical benefits in retirement to begin on the date of ratification of the contract. The benefit to Captain Bezak shall not be retroactive.
10. Article VIII Sick Leave, Section I shall be amended to include the following:  
  
Employees hired after May 21, 2010 are not entitled to sell back sick hours.
11. Article VIII Sick Leave Section L(1)(d) shall be amended to provide the following:  
  
“The benefit in Section L(1)(d) is only applicable to employees hired prior to May 21, 2010.”
12. Article VIII Sick Leave Section L(2)(c) shall be amended to include the following sentence:  
  
“The maximum amount of SCOR for any employee hired on or after May 21, 2010 shall be \$15,000.”
13. Article VIII Sick Leave Section M shall be amended to include the following provisions:  
  
“An employee hired after May 21, 2010 may either take terminal leave up to the equivalent of \$15,000.00 or 45 days, whichever is less, or be paid SCOR to the maximum amount of \$15,000. In no event can an employee hired after May 21, 2010 utilize terminal leave and receive a SCOR payment.”
14. The Parties acknowledge and agree that the terms of this agreement will be incorporated into the Parties Collective Negotiations Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this agreement.

**WITNESS & ATTEST:**

**Township of Little Egg Harbor**

\_\_\_\_\_  
**Kelly Lettera**  
Township Clerk  
(Seal)

By \_\_\_\_\_

**Honorable Blaise Scibetta, Mayor**

For Union:

\_\_\_\_\_  
Witness

By \_\_\_\_\_

President, PBA Local 295 Superior Officers