

RESOLUTION 2025-220

**RESOLUTION OF THE TOWNSHIP OF LITTLE EGG HARBOR,
COUNTY OF OCEAN, STATE OF NEW JERSEY, AUTHORIZING
THE EXECUTION OF A MEMORANDUM OF AGREEMENT
WITH THE AFSCME LOCAL 3304E (BLUE COLLAR)**

WHEREAS, the Township of Little Egg Harbor and Union are parties to a collective negotiations agreement effective January 1, 2025 through December 31, 2027 concerning the terms and conditions of employment for the various members of the Department of Public Works; and

WHEREAS, AFSCME Local 3304E filed a grievance on or about August 5, 2025 alleging that a promotion and pay increase for one member exceeded the rate of pay for similarly situated employees in this same title; and

WHEREAS, the Township maintains that is followed the established past practice in increasing the employee's rate of pay; and

WHEREAS, the parties have discussed the matter are desirous of resolving the pending grievance without further resort to the arbitration process; and

WHEREAS, the governing body desires to authorize the execution of an agreement, attached hereto as Schedule A, with the Union in order to resolve the grievance.

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 authorize the execution of the memorandum of agreement with the AFSCME LOCAL 3304E (Blue Collar) in a form substantially similar to the agreement attached hereto as schedule A and approved by the Township Labor Attorney.
2. That this resolution shall take effect immediately.
3. That a certified copy of this resolution shall be forwarded to the AFSCME LOCAL 3304E (Blue Collar) 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 **11th** day of **September, 2025**.



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

Memorandum of Agreement

This Memorandum of Agreement ("Agreement") is made this 12th day of Sept. 2025, by and between the AFSCME Council 63, Local 3304E, (Union) and Township of Little Egg Harbor (Township).

WHEREAS, the Township of Little Egg Harbor and Union are parties to a collective negotiations agreement effective January 1, 2025 through December 31, 2027 concerning the terms and conditions of employment for the various members of the Department of Public Works; and

WHEREAS, AFSCME Local 3304E filed a grievance on or about August 5, 2025 alleging that a promotion and pay increase for one member exceeded the rate of pay for similarly situated employees in this same title; and

WHEREAS, the Township maintains that is followed the established past practice in increasing the employee's rate of pay; and

WHEREAS, the parties have discussed the matter are desirous of resolving the pending grievance without further resort to the arbitration process,

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

1. The Township agrees to increase the pay rate of unit members, Ellis Donnelly and Joshua Coates, by \$0.38 for a total pay rate of \$26.91 effective September 11, 2025.
2. The above payment is in full satisfaction of the grievance and any and all claims related to the underlying action. The Employee and Union waive their respective rights to further grieve or challenge the alleged actions.
3. Upon the signing of this agreement by both parties, the union shall withdraw the pending grievance with prejudice.
4. This agreement is non-precedential and shall not be used as any admission of contract interpretation for any dispute between any of the parties to this agreement.
5. This Agreement may not be modified, altered, changed, discharged, terminated or waived, except upon express written consent of the Parties.
6. The Parties agree that if any portion of this Agreement is deemed unenforceable, the remainder of the Agreement shall be fully enforceable.
7. The Parties acknowledge that they have entered into this Agreement voluntarily and hereby sign it without duress or coercion.

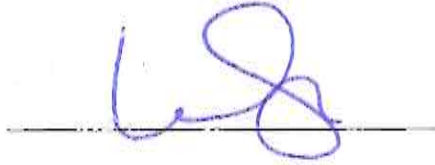
8. This Agreement shall be governed by the laws of the State of New Jersey.

The Parties hereby acknowledge their agreement to the terms and conditions set forth above by signing below.

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

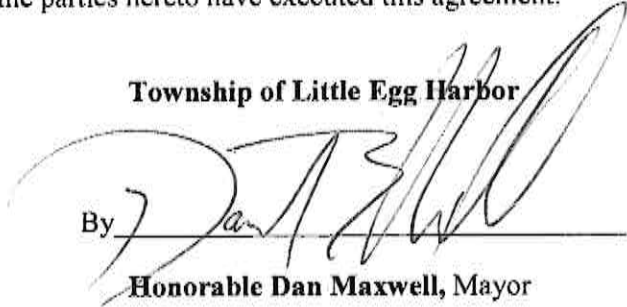
IN WITNESS WHEREOF, the parties hereto have executed this agreement.

WITNESS & ATTEST:



Kelly Lettera, RMC
Township Clerk
(Seal)

Township of Little Egg Harbor

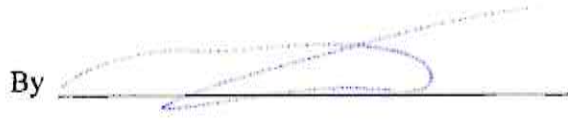
By 

Honorable Dan Maxwell, Mayor

**American Federation of State, County and
Municipal Employees (AFSCME) Local 3304E**



Witness

By 

President, AFSCME Local 3304E