

RESOLUTION 2026-053

**RESOLUTION OF THE TOWNSHIP OF LITTLE EGG HARBOR,
COUNTY OF OCEAN, STATE OF NEW JERSEY, AUTHORIZING
A MEMORANDUM OF AGREEMENT WITH AFSCME NJ
COUNCIL #63**

WHEREAS, AFSCME NJ Council #63 unit member and employee of the Township, Carmela Bernabeao, has been assigned property maintenance services in the Department of Public Works; and

WHEREAS, the Township and Union have agreed to a one-time salary increase, in an amount not to exceed \$1,200.00, to compensate Ms. Bernabeao for the additional duties; and

WHEREAS, the Township has agreed to provide Ms. Bernabeao the salary increase for the additional duties as long as Ms. Bernabeao is required by the Township to perform the property maintenance duties; and

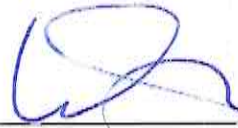
WHEREAS, the governing body desires to authorize the execution of a memorandum of agreement, attached hereto as Schedule A, with the Union.

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 a memorandum of agreement with AFSCME NJ Council #63 in a form substantially similar to the agreement attached hereto as schedule A and approved by the Township Labor Attorney.
2. That a certified copy of this resolution, together with a copy of the agreement between the parties, shall be forwarded to the AFSCME NJ Council #63, Township Chief Financial Officer, Township Labor Counsel and Ms. Carmela Bernabeao.

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 8th day of **January, 2026**.



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

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is made this ____ day of ____ 2025, by and between the AFSCME NJ Council #63, Local 3304D, White Collar (Union) and Township of Little Egg Harbor

WHEREAS, unit member and employee of the Township, Carmela Bernabeao, is a Clerk 2 in the Department of Public Works and has been assigned various Property Maintenance duties; and

WHEREAS, the Township and Union have agreed to increase in the salary of the Department of Public Works Clerk 2 assigned property maintenance duties in order to compensate for the aforementioned duties; and

WHEREAS, the Township has agreed to provide the Clerk 2 assigned to the Department of Public Works an increase for the additional duties; and

WHEREAS the parties desire to enter into this Memorandum of Agreement to memorize their agreement.

NOW THEREFORE, the Parties hereby agree to the following:

1. Effective January 8, 2026, the Department of Public Works Clerk 2 assigned various Property Maintenance duties will receive a one-time increase in the base salary of \$1,200.00.
2. The Union and Township agree and acknowledge the above increase solely applies to one unit member. The parties agree that the Township is not required to increase any other unit members salary assigned to the Department of Public Works.
3. The Union and Township acknowledge the above increase only applies to the Department of Public Work’s Clerk 2 assigned property maintenance duties.
5. The Union and Township acknowledge the above increase is sufficient and is reasonable compensation for these property maintenance duties.
5. The Employee and Union waive their respective rights to grieve, challenge or request review of the employee’s civil service title, additional duties, or compensation provided in paragraph 1 under the Collective Bargaining Agreement, the Township Personnel Policies, or any other applicable law or procedure.
6. The parties agree that this agreement may not be modified, altered, changed, except upon express written consent of the Parties.
7. The Parties agree that if any portion of this Agreement is deemed unenforceable, the remainder of the Agreement shall be fully enforceable.
8. The Parties acknowledge that they have entered into this Agreement voluntarily and hereby sign it without duress or coercion.

9. 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.

WITNESS & ATTEST:

Township of Little Egg Harbor

Kelly Lettera, CMC, RMC
Township Clerk
(Seal)

By _____
Honorable Kenneth Laney, Jr., Mayor

**AFSCME NJ, AFI-CIO, Local 3304D,
White Collar**

Witness

By _____
**President, AFSCME NJ, AFI-CIO, Local
3304D, White Collar**