

RESOLUTION 2026-274

**RESOLUTION OF THE TOWNSHIP OF LITTLE EGG HARBOR,
COUNTY OF OCEAN, STATE OF NEW JERSEY, AUTHORIZING
THE EXECUTION OF A MEMORANDUM OF AGREEMENT AND
COLLECTIVE BARGAINING AGREEMENT WITH USWU LOCAL
255**

WHEREAS, the negotiation committees of the Township of Little Harbor and the USWU Local 255 met and negotiated terms and conditions of employment for various employees of the Department of Community Affairs, including the subcode officials and inspectors; 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, 2026 and December 31, 2028; and

WHEREAS, the governing body wishes to ratify the terms of employment set forth in the Memorandum of Agreement and authorize the execution of the subsequent collective bargaining agreement with the USWU Local 255.

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 employment set forth in the memorandum of agreement with the USWU Local 255 for a period of time retroactive from January 1, 2026, to December 31, 2028.

2. That the governing body further 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 USWU Local 255 with regard to the terms and conditions of employment in a form acceptable to the Township Labor Counsel.

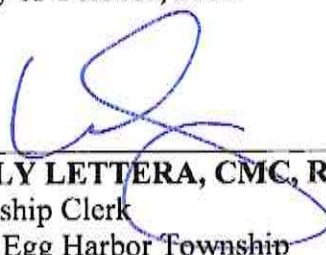
3. That the Mayor is hereby authorized to execute and the Township Clerk to attest to the a collective bargaining agreement that has incorporated the terms of the Memorandum of agreement between the Township and the USWU Local 255.

4. That this resolution shall take effect immediately.

5. That a certified copy of this resolution shall be forwarded to the USWU Local 255 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 8th day of **October, 2026**.



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

Memorandum of Agreement

This Memorandum of Agreement ("Agreement") is made this ____ day of _____ 2026, by and between the USWU, Local 255, (Union) and Township of Little Egg Harbor.

WHEREAS, the Township of Little Egg Harbor and USWU, Local 255 are parties to a collective negotiations agreement effective January 1, 2022 through December 31, 2025 concerning the terms and conditions of employment for the various members of the Department of Community Affairs; 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 agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
2. 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.
3. The term of the agreement shall be January 1, 2026- December 31, 2028. All references to the term of the contract shall be amended accordingly.
4. Health and Welfare, Article IV shall be amended to revise Section 2 to state entirely as follows:

2. The Employer and the Union agree that the employees represented by the Union are subject to the health care benefit contribution rates and other relevant provisions of Assembly Bill A-4133, now known as Chapter 78, P.L. 2011. The parties agree that those rates and contribution levels in effect at the sunset of Ch. 78, and in effect at the conclusion of the previous collective bargaining agreement will continue to be paid by the employees. In other words, employees will pay their full share premium contribution except as provided below.

Any employee that enrolls in the Omni Plan or Direct Access \$25-\$50 plan with the HRA Difference card currently offered by the Township will be required to contribute to healthcare coverage at a Tier III rate.

5. Article VI Holidays shall be amended to include Subsection (E) as follows:

E. To be eligible for holiday pay, the employee must work the normally scheduled workday prior to and after the holiday, unless the employee calls out pursuant to the normal sick time procedure and produces a doctor's note upon return to work covering the particular date before or after the holiday.

6. Article VII Sick Leave shall be amended to include Subsection O as follows:

Employees who use zero sick leave hours during the course of a calendar year will receive a payment of \$500.00 to be paid by January 31 in the following year. Employees who only use two sick days (or the equivalent thereof) during the course of a calendar year will receive a payment of \$250.00 to be paid by January 31 in the following year. Employees who are on a paid or unpaid leave of absence and/or worker's compensation leave are not entitled to the Sick Leave Incentive.

7. Article VIII- Wages subsection (A) shall be revised as follows:

A. Employees covered by this agreement shall receive the following wage increases:

1. Effective January 1, 2026, and retroactive to said date, employees covered by this agreement shall receive a 2.75% increase to their annual base salaries.
2. Effective January 1, 2027, and retroactive to said date, employees covered by this agreement shall receive a 2.5% increase to their annual base salaries.
3. Effective January 1, 2028, and retroactive to said date, employees covered by this agreement shall receive a 2.0% increase to their annual base salaries.

8. Article IX Work Week and Work Schedules Wages subsection C shall be amended as follows:

C. Upon the approval of the Township Administrator, any Employee performs duties outside his or her title and in a higher classification for more than ten (10) consecutive hours, shall be paid the higher base rate of pay for performing said duties. In such cases, the Employee shall be compensated for all such time from the commencement of performing time duties of the higher classification. Any Employee whose title specifically provides for assuming or performing the duties of an Employee in the higher classification shall not receive any adjustment to his or her regular rate of pay.

Upon the approval of the Township Administrator, an employee, assigned by the Department Head, that performs the Administrative duties of the Department Head in his absence for more than fifteen consecutive (15) days in his absence shall receive the department heads hourly rate of pay

9. Article X- Call-in Time and Overtime Subsection D shall be amended to provide the following:

D. Overtime shall be paid in the form of cash payments or as compensatory time, at the option of the Employee up to an accumulated maximum of one hundred twenty (120) hours. Compensatory leave time shall be approved for the Employee in the discretion of the Employee's office supervisor or department head subject to the manpower needs of the office or department.

10. Article 11 Leaves of Absence (A)(2) shall be amended to include the following:

An employee shall not be compensated for any unused personal leave hours upon termination or resignation of employment with the Township. An employee may be permitted to use any unused personal leave at any time prior to a retirement in a State or locally administered retirement system.

11. 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

By _____

Interim Business Administrator/Township Clerk

For Union:

By _____

Witness

Chief Steward, USWU, Local 255

By _____

Witness

USWU Business Agent