RESOLUTION 2026-298

RESOLUTION OF THE TOWNSHIP OF LITTLE EGG HARBOR, COUNTY OF OCEAN, STATE OF NEW JERSEY, AUTHORIZING THE EXECUTION OF A MEMORANDUM OF AGREEMENT AND A COLLECTIVE BARGAINING AGREEMENT WITH THE TOWNSHIP OF LITTLE EGG HARBOR DEPARTMENT HEADS

WHEREAS, the negotiation committees of the Township of Little Harbor and the Township of Little Egg Harbor Department Heads met and negotiated terms and conditions of employment for the Township's Department Heads; and

WHEREAS, the parties have come to an agreement with regard to the terms and conditions of employment for the period of time between January 1, 2026 and December 31, 2029; and

WHEREAS, the governing body wishes to authorize execution of the Memorandum of Agreement and subsequent Collective Bargaining Agreement with the Township of Little Egg Harbor Department Heads.

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 Township of Little Egg Harbor Department Heads for a period of time retroactive from January 1, 2026 to December 31, 2029 in a form acceptable to the Township Labor Counsel.

2. That the governing body further authorizes the execution of Collective Bargaining Agreement which will incorporate the terms of the memorandum of agreement between the Township of Little Egg Harbor the Township of Little Egg Harbor Department Heads 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 Memorandum of Agreement with the Township of Little Egg Harbor Department Heads, and the Collective Bargaining Agreement with the Township of Little Egg Harbor Department Heads.

4. That this resolution shall take effect immediately.

5. The a certified copy of this resolution shall be forwarded to the Township of Little Egg Harbor Department Heads 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 **12th** day of **November, 2026.**

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

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is made this 12th day of Nov. 2026, by and between the Little Egg Harbor Township Department Heads (Union) and Township of Little Egg Harbor (Township).

WHEREAS, the Township and Union 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 unit; and

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

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

NOW THEREFORE, the Parties hereby agree to the following:

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. Term of the Contract: January 1, 2026- December 31, 2029.

5. Article III Health and Welfare shall be amended to add Section 8 to state entirely as follows:

   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 sun setting 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.

6. Article V Section 3 C shall be amended to remove the provision that provides a cap on Alina Bertram for supplemental compensation.

7. Article VI Wages shall be amended as follows:

   There shall be salary increases for bargaining unit members as follows:

   2026- 1.5% increase for all members of the unit

   2027- 2.5% increase for all members of the unit

2028- 2.5% increase for all members of the unit

2029- 2% increase for all members of the unit.

8. Article VI Wages, Paragraph 3: Paragraph 3 shall be amended to state the following:

3. Court Administrator. The Township will compensate the Court Administrator $2,500.00 annually for her additional court duties for Eagleswood Township. This money shall be separate and apart from her regular salary and shall be included within her base salary as Municipal Court Administrator. Should the Township cease its "Shared Service Agreement" with Eagleswood, this $2,500.00 shall cease being paid. The Court Administrator shall receive $100.00 for each call out when they are off hour calls and $125.00 for holiday or when the building is closed for a holiday or emergency. The Township shall supply her with a cell phone and tablet to complete her after hour duties.

9. Article VI Wages: The parties agree to include new paragraph 9 as set forth below:

9. Upon appointment to a covered position, New Department Heads will not receive an annual percentage salary increase during the first calendar year of hire. The employee will be entitled to receive subsequent Article VI wages increase the following January 1.

10. Article VI Wages: The parties agree to include new paragraph 10 as set forth below:

Mandi Johnson: The Township will provide Mandi Johnson with a $5,000.00 base salary increase upon execution of the contract.

11. Article IV Wages: The parties agree to revise paragraph 2 as set forth below:

John Cooley: The Township will provide John Cooley with a $5,000 base increase upon execution of the contract. Upon receipt of floodplain management certification, the Township shall provide the employee with an additional $10,000.00 increase per the previous contract.

12. Article V Sick Leave paragraph 12: The parties agree to add the following sentence: "All employees hired after May 21, 2010 are not eligible to sell back sick hours."

13. 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 _____

Kelly Lettera, RMC
Township Clerk
(Seal)

Honorable Kenneth Laney, Jr.
Mayor

The Township Little Egg Harbor
Department Heads

Witness John Cooley

By Dayna Wilson
Dayna Wilson