

**RESOLUTION NO. 2016 – 176**

**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 GOVERNMENT WORKERS UNION OF THE LITTLE EGG HARBOR TOWNSHIP POLICE DEPARTMENT**

**WHEREAS**, the previous Employment Agreement with the Government Workers Union (“GWU”) expired on December 31, 2015 and it was necessary for Township Officials to negotiate a new employment agreement for the period of January 1, 2016 through December 31, 2019; and

**WHEREAS**, the Township and the GWU have come to an agreement with regard to the terms of continued employment and have memorialized same in a Memorandum of Agreement attached hereto as Schedule A; and

**WHEREAS**, the terms of the Memorandum of Agreement include the elimination of the day after Thanksgiving and Lincoln’s Birthday as holidays, an increase in the meal allowance from \$12.00 to \$15.00, and a 2% increase in salaries for 2016, 2017, 2018 and 2019; and

**WHEREAS**, the governing body wishes to approve the execution of the Memorandum of Agreement with the Superior Officers Association for the period of January 1, 2016 through December 31, 2019.

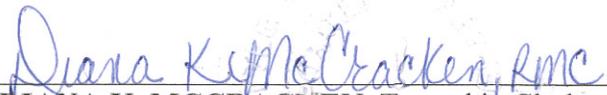
**NOW, THEREFORE, BE IT RESOLVED**, by the governing body of the Township of Little Egg Harbor, County of Ocean, State of New Jersey as follows:

1. That the governing body hereby authorizes the execution of the Memorandum of Agreement with the Superior Officers Association, the terms of which are memorialized in the Agreement attached hereto as Schedule A.

2. That a certified copy of this resolution shall be forwarded to the Government Workers Union.

**CERTIFICATION**

I, **DIANA K. MCCRACKEN, 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 **11<sup>th</sup>** day of **August, 2016**.

  
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**DIANA K. MCCRACKEN**, Township Clerk  
Little Egg Harbor Township

#3700

**TOWNSHIP OF LITTLE EGG HARBOR  
&  
GOVERNMENT WORKERS UNION**

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**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into on this 22<sup>nd</sup> day of July, 2016 between the negotiating teams of the Township of Little Egg Harbor and the Government Workers Union.

It is expressly understood and acknowledged by both negotiating teams that this Memorandum of Agreement has been negotiated in good faith, and is entered into in good faith, but the ultimate agreement to same must be approved by the full membership of the Governing Body of the Township of Little Egg Harbor and the Government Workers Union. Without said agreement by both the Governing Body of the Township of Little Egg Harbor and the Government Workers Union, neither the Township nor the Union is bound, and shall not be considered to be bound.

1. **DURATION** –Four year agreement (January 1, 2016 – December 31, 2019)
2. **HOLIDAYS (ARTICLE VI)** – Effective January 1, 2017, the following holidays shall be eliminated:
  - i. Friday after Thanksgiving
  - ii. Lincoln's Birthday
3. **SICK AND VACATION LEAVE (ARTICLES V & VIII)** – Amend both articles and provide that neither sick nor vacation leave can be used in increments of less than two hours without prior approval of supervisor.

4. **ARTICLE VIII (WAGES)**

A. **Increases:**

2016 = There shall be a 2.0% increase to salaries retroactive to January 1, 2016, as reflected in the salaries guides attached hereto as Attachment A

2017 = Effective January 1, 2017, there shall be a 2.0% increase to salaries, as reflected in the salaries guides attached hereto as Attachment A

2018 = Effective January 1, 2018, there shall be a 2.0% increase to salaries as reflected in the salaries guides attached hereto as Attachment A

2019 = Effective January 1, 2019, there shall be a 2.0% increase to Salaries as reflected in the salaries guides attached hereto as Attachment A

*Salaries Guides are mutually agreed hereto as Attachment A.*

*An Advancement -Placement Chart shall be mutually agreed upon.*

B. For any municipality which the Township enters into a formal agreement to provide 911 services, members of the bargaining unit shall be paid an additional \$0.50 per hour during the term of any formal agreement. This shall not apply to services provided to Tuckerton, as same is included within the Salaries set forth in Attachment A; no additional compensation shall be provided to members for services provided to Tuckerton.

5. Sick Leave shall be utilized in the calculation of hours for overtime eligibility.

6. **SICK LEAVE (ARTICLE VII)** – A new subsection to paragraph N. (*Supplemental Compensation Upon Retirement*) shall be added and shall read as follows:

*To be eligible for the payment at retirement for unused sick leave as set forth in paragraph N. of this Article (Article VII), an employee will submit a non-revocable letter notice of intention to retire within sixty (60) days prior to the retirement date. In lieu of submission of the notice of intention to retire from the employee, the notice received by the Township from the New Jersey Division of Pensions indicating the*

LITTLE EGG HARBOR  
TELECOMMUNICATOR SALARY GUIDES

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
1	15.40	15.71	16.02	16.34
2	18.00	18.36	18.73	19.10
3	18.64	19.01	19.39	19.78
4	19.29	19.68	20.07	20.47
5	19.92	20.32	20.73	21.14
6	20.57	20.98	21.40	21.83
7	21.21	21.63	22.06	22.50
8	21.86	22.30	22.75	23.21
9	22.50	22.95	23.41	23.88
10	23.14	23.60	24.07	24.55
11	24.24	24.72	25.21	25.71
12	25.34	25.85	26.37	26.90
13	26.44	26.97	27.51	28.06
14	27.54	28.09	28.65	29.22
15	28.93	29.51	30.10	30.70
16	29.95	30.55	31.16	31.78
17	30.97	31.59	32.22	32.86
18	31.48	32.11	32.75	33.41
19	31.99	32.63	33.28	33.95
20	33.00	33.66	34.33	35.02