

**RESOLUTION NO. 2025-094**

**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  
GOVERNMENT WORKERS UNION (GWU), PUBLIC SAFETY  
TELECOMMUNICATORS**

**WHEREAS**, the negotiation committees of the Township of Little Harbor and the GWU met and negotiated terms and conditions of employment for the Public Safety Telecommunicators of Little Egg Harbor Township; 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, 2024 and December 31, 2026; and

**WHEREAS**, the governing body wishes to authorize execution of the Memorandum of Agreement and subsequent collective bargaining agreement with the Government Workers Union, Public Safety Telecommunicators.

**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 Government Workers Union, Public Safety Telecommunicators for a period of time retroactive from January 1, 2024, to December 31, 2026 in a form acceptable to the Township Labor Counsel.

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 the Government Workers Union, Public Safety Telecommunicators with regard to the terms and conditions of employment in a form acceptable to the Township Labor Counsel.

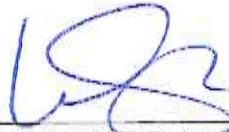
3. That the Mayor is hereby authorized to execute and the Township Clerk to attest to the Memorandum of Agreement with the Government Workers Union, Public Safety Telecommunicators and the Township, and the collective bargaining agreement between the Township and the Government Workers Union, Public Safety Telecommunicators.

4. That this resolution shall take effect immediately.

5. That a certified copy of this resolution shall be forwarded to the Government Workers Union, Public Safety Telecommunicators 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 **13<sup>th</sup>** day of **March, 2025**.



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

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is made this 12th day of March 2025, by and between the Government Workers Union, Public Safety Telecommunications Operators (Union) and Township of Little Egg Harbor (Township).

**WHEREAS**, the Township and the Government Workers Union, Public Safety Telecommunications Operators, were parties to a collective negotiations agreement with a term of January 1, 2020 through December 31, 2023; and

**WHEREAS**, the Township and Union have been engaged in good faith collective negotiations for the purpose of reaching an agreement on the terms and conditions of employment 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:

1. Except as herein modified, the terms and conditions set forth in the January 1, 2020 through December 31, 2023 Collective Negotiations Agreement between the Township and the Union shall remain in full force in effect.
2. The Contract term is from January 1, 2024- December 31, 2026.
3. Article IV, Health and Welfare, Paragraph 1 Coverage shall be amended to add Section D and E to state entirely as follows:
  - D. Any employee that enrolls in the Omni Plan offered by the Township will be required to contribute to healthcare coverage at a Tier III rate.
4. Article V, Vacation Section B is amended to change 15-day notification of vacation to 10 day notification.
5. Article VI, Holidays, Subsection C shall be revised to remove the phrase “terminal leave.”
6. Article VII, Sick Leave Section A and J shall be amended to remove the word serious.
7. Article VII, Sick Leave shall be amended to delete subsection N(1).
8. Article VIII, Wages, Section B Increases shall be deleted and replaced with the following:

1. Effective January 1, 2024, the base salaries of the union shall be increased by 2.5%.
  2. Effective January 1, 2025, the base salaries of the union shall be increased by 2.5%.
  3. Effective January 1, 2026, the base salaries of the union shall be increased by 2.15%.
9. Article VIII, Wages, Section E Wage Schedule shall be updated accordingly.
10. Article VIII, Wages, Section G shall be amended to add the following:
- In the event the Township enters into a Shared Service Agreement with another municipality for Telecommunication services, the parties may open the salary portion of the contract to discuss any request for additional compensation for the affected unit employees. The agreement to open the salary portion of the contract does not automatically entitle the unit employee to any additional compensation.
11. Article VIII, Wages, shall be amended to include a new subsection I to state as follows:
- I. Employees who separate employment with the Township, voluntarily or involuntarily, shall not be entitled to any retroactive pay increase unless the separation is for retirement.
12. Article X, Call-In Time and Overtime (D) shall be amended to state the following:
- 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 two hundred (200) hours. Compensatory leave time shall be approved for the Employee at the discretion of the Employee's office supervisor or Chief of Police subject to the manpower needs of the office or department.
13. Article XII, Leaves of Absence, Section (a)(2) shall be amended to add the following sentence:
- The employee shall not be compensated for any unused personal hours at the time of separation or retirement.
14. Article XIII, Grievance Procedure shall be amended to increase the number of days in Step 2 from 7 days to 10 business days.
15. Article XVI Employee Rights (B) shall be amended to replace "32.5 cents per mile" with "the Current Federal Rate per mile."

16. Article XVI Employee Rights shall be amended to add Section L to provide as follows:

The Union shall be entitled to two (2) Union leave days to attend training and education seminars. The use of Union leave shall not result overtime and shall be subject to the staffing requirements.


17. Article XVIII, Uniforms, shall be amended to add Section C:

The Township shall engage a vendor to provide employees with Uniforms each year. Each employee shall be able to spend up to \$300.00 annually on uniform clothing items from the Township vendor.

18. 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.

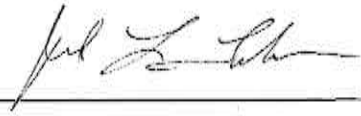
**WITNESS & ATTEST:**


  
\_\_\_\_\_  
**Kelly Lettera, RMC**  
Township Clerk  
(Seal)

**Township of Little Egg Harbor**

By   
\_\_\_\_\_  
**Honorable Dan Maxwell, Mayor**

**Government Workers Union**

By   
\_\_\_\_\_  
**President, Government Workers Union**

By   
\_\_\_\_\_

Pay Scale			
	2024	2025	2026
Years 1-3	\$ 20.59	\$ 21.11	\$ 21.56
4	\$ 22.49	\$ 23.05	\$ 23.55
5	\$ 23.22	\$ 23.80	\$ 24.31
6	\$ 23.97	\$ 24.57	\$ 25.10
7	\$ 24.71	\$ 25.33	\$ 25.88
8	\$ 25.49	\$ 26.13	\$ 26.69
9	\$ 26.23	\$ 26.89	\$ 27.46
10	\$ 26.97	\$ 27.64	\$ 28.24
11	\$ 28.24	\$ 28.94	\$ 29.57
12	\$ 29.55	\$ 30.29	\$ 30.94
13	\$ 30.82	\$ 31.59	\$ 32.27
14	\$ 32.09	\$ 32.90	\$ 33.60
15	\$ 33.72	\$ 34.57	\$ 35.31
16	\$ 34.91	\$ 35.78	\$ 36.55
17	\$ 36.09	\$ 36.99	\$ 37.79
18	\$ 36.70	\$ 37.61	\$ 38.42
19	\$ 37.29	\$ 38.22	\$ 39.04
20	\$ 38.47	\$ 39.43	\$ 40.28