

CITY OF SEA ISLE CITY NEW JERSEY

RESOLUTION NO. 190 (2025)

**AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT BETWEEN
THE CITY OF SEA ISLE CITY
AND CONFIDENTIAL EMPLOYEES
(Deputy City Clerk, Confidential Secretary and
Confidential Assistant to the Director of Community Services)**

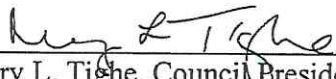
WHEREAS, there exist three (3) employees with Civil Service "Confidential" titles: Deputy City Clerk, Confidential Secretary, and Confidential Assistant to the Director of Community Services; and

WHEREAS, the three (3) confidential employees of the City of Sea Isle City have an agreement for a contract effective January 1, 2024 or date of hire through December 31, 2027 with an option to extend through December 31, 2028; and

WHEREAS, it is the intention of all parties for the contract to be effective on January 1, 2024, based on ratification by the employees and the City of Sea Isle City

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Sea Isle City as follows:

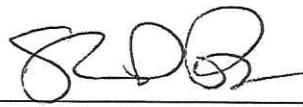
1. The Attached Agreement between Confidential Employees and the City of Sea Isle City be and is hereby ratified.
2. The Mayor and Municipal Clerk be and are hereby directed to execute a contract based on the Agreement between the Confidential Employees and the City of Sea Isle City.
3. All the terms and condition of the aforementioned contract between the Confidential Employees and the City of Sea Isle City are effective January 1, 2024.
4. This resolution shall take effect immediately.


Mary L. Tighe, Council President

Recorded Vote:

Council	Yes	No	Abstain	Absent	Moved	Second
Tighe	✓					
Jargowsky	✓					
Ciseck	✓					✓
Kehner	✓				✓	
Edwardi	✓					

I HEREBY CERTIFY THAT the foregoing resolution was duly adopted by the City Council of the City of Sea Isle City, New Jersey, at the regular meeting of said Council held on Tuesday, October 28, 2025.


Shannon D. Romano, Municipal Clerk

ARTICLE 1

RECOGNITION: This agreement effective as of January 1, 2024 by and between the City of Sea Isle City, a municipal corporation, of the County of Cape May, State of New Jersey, (herein after referred to as the "City") and Deputy City Clerk, Confidential Secretary, and Confidential Assistant to the Director of Community Services. This Agreement is intended to amend the agreement dated April 8, 2025, and where not changed all terms of that agreement remain in full force and effect.

The basis of this contract is to ensure that the confidential employees are afforded all of the terms and conditions of employment and benefits given to the CWA Clerical Employees Contract in the City as amended from time to time.

Now **therefore**, the parties intending to be legally bound agree as follows:

ARTICLE 2

MANAGEMENT RIGHTS: The City hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and invested in it prior to the signing of this agreement, by the laws and constitution of the State of New Jersey and of the United States, except those limited by the specific and expressed terms of this agreement and then only to the extent that such specific and expressed terms hereof are in conformance with the constitution and laws of New Jersey and of the United States.

ARTICLE 3

MEDICAL INSURANCE, HEALTH, DENTAL AND VISION PLANS: The Confidential Employees shall have the same medical insurance, health, dental, and vision coverage as specified in the current CWA Clerical Employees Contract as amended from time to time. The City shall provide the current medical insurance, health, dental, and vision coverage upon retirement from the City, conditioned upon the completion of twenty-five (25) years of service in the New Jersey Public Employees Retirement System (NJPERs).

ARTICLE 4

COMPENSATION: During the term of this agreement, the Confidential Employees shall not be reduced in compensation and/or benefits or be disciplined without just cause.

This Contract is entered into and binding upon the parties on the last date signed by the parties herein. The Contract commences effective January 1, 2024, and shall continue through December 31, 2027.

The City agrees that the Wage Rates for Confidential Employees under this Agreement shall be increased during the term of this agreement as follows:

• Effective January 1, 2024	April 8, 2025, Agreement is amended to add \$575 increase to base with all other terms to remain the same.
• Effective January 1, 2025	\$875 increase to base plus 3.5%
• Effective January 1, 2026	\$875 increase to base plus 3.5%
• Effective January 1, 2027	\$875 increase to base plus 3.5%

ARTICLES 5

NON-PRECEDENT: This contract shall not be interpreted or used as a guide or benchmark for any other employment contract or terms and conditions of any other employee including Collective Bargaining Agreements, and shall not be deemed an increase in salary given to all other municipal employees.

ARTICLE 6

CONTINUATION OF BENEFITS NOT COVERED BY THIS AGREEMENT:

All employment conditions not covered by this agreement shall continue to be governed, controlled, and interpreted by reference to either the City Ordinances or the City's personnel policies and procedures.

ARTICLE 7

ENTIRE AGREEMENT: This agreement represents and incorporates the complete and final understanding between the parties on all issues which form the subject matter of this contract.

ARTICLE 8

SEPARABILITY AND SAVINGS AND APPLICATION:

1. If any provision of the Agreement or any application of this Agreement to said employee or group of employees is held to be invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.
2. In the event the invalid provision afforded a direct economic benefit, the parties shall meet and negotiate a new provision reflecting equal benefit.

ARTICLE 9

EFFECTIVE DATE AND TERM: The effective date of this contract is January 1st, 2024, and shall continue through December 31, 2027, or December 31, 2028, pending that CWA Clerical Employees have a mutual agreement with the City for such extension and designate that mutual agreement no later than June 1, 2027.

Erika Benson 10/28/25
Erika Benson, Deputy Municipal Clerk Date

Leonard C. Desiderio
Leonard C. Desiderio, Mayor

Pattiann Ponichtera 10/28/25
Pattiann Ponichtera, Confidential Secretary Date

Attested By:

Christie Ostrander 10/28/25
Christie Ostrander, Confidential Assistant Date
To the Director of Community Services

Shamon D. Romano
Shamon D. Romano, Municipal Clerk

Date: 11/3/2025