

**CITY OF SEA ISLE CITY  
NEW JERSEY**

**RESOLUTION NO. 180 (2025)**

**A RESOLUTION RATIFYING THE ATTACHED MEMORANDUM OF  
AGREEMENT EXECUTED BETWEEN THE CITY OF SEA ISLE CITY AND  
THE COMMUNICATIONS WORKERS OF AMERICA (CWA), LOCAL 1036,  
EMPLOYEES OF PUBLIC WORKS, WATER AND SEWER DEPARTMENTS  
BLUE COLLAR FOR THE TERM OF JANUARY 1, 2024 THROUGH  
DECEMBER 31, 2027 SUBJECT TO PRESENTATION AND ADOPTION OF A  
CONTRACT IN CONFORMANCE OF SAME**

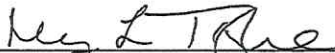
**WHEREAS**, the Council of the City of Sea Isle City is desirous of entering into a Contract between the City of Sea Isle City and the Communications Workers of America (hereafter "CWA"), local 1036, Employees of Public Works, Water and Sewer Departments Blue Collar; and

**WHEREAS**, said Contract has been negotiated and agreed upon between the City of Sea Isle City and the CWA, local 1036, Employees of Public Works, Water and Sewer Departments Blue Collar; and

**WHEREAS**, the attached Memorandum of Agreement memorializes the agreed upon changes to the existing contract to be formalized in a contract in conformance with the Memorandum of Agreement; and

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City of Sea Isle City, County of Cape May, State of New Jersey, as follows:

The attached Memorandum of Agreement by and between the City of Sea Isle City and the CWA, local 1036, Employees of Public Works, Water and Sewer Departments Blue Collar is hereby ratified, subject to presentation of formal contract containing the terms of same.

  
\_\_\_\_\_  
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 14, 2025.

  
\_\_\_\_\_  
Shannon D. Romano, Municipal Clerk

MEMORANDUM OF AGREEMENT  
BETWEEN  
SEA ISLE CITY  
AND  
CWA 1036 BLUE COLLAR UNIT

*SETTLED  
9/22/25  
See below  
for all notes*

**1. Article IX Duration of Contract**

- City and Union agree to a 4-year term January 1, 2024 through December 31, 2027
- Parties agree to a one-year extension by mutual agreement to cover calendar year 2028. Parties would need to designate that mutual agreement no later than June 1, 2027.

**2. Article XI – Holidays**

- Add Juneteenth to be celebrated on June 19 of each year

**3. Article XII Vacation**

Section H.

Effective calendar year 2023, employees shall be entitled to sell back up to five (5) days of accrued vacation leave time provided the employee has completed ~~45~~ twelve (12) years of service and holds a balance equal to one full year of accrued vacation leave. Employees must provide notice to Human Resources of their sell back request no later than October 1st of each year and payment shall be issued in the first pay of December.

**4. Article XIV Wages**

Section A.

Effective January 1, 2024: \$875 increase to base plus 3.5%

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%

Section D. Contract shall include salary ranges as attached. Ranges shall change annually with the negotiated across the board percentage amounts. ~~Effective January 1, 2022, the salary range for Sewer Repairer 1/Water Repairer 1 title shall be equalized with the Public Works Repairer title.~~

New Section: Employees will be evaluated for promotion in-series after four (4) years in their current title. Management shall provide an explanation for the employee and areas for improvement if the employee is not promoted at that time, and the employee shall be evaluated for promotion every two (2) years thereafter. For example, a promotion would be a title change from Public Works Repairer to Senior Public Works Repairer.

## 5. Article XVI Hours and Overtime

### Section C.

Overtime shall be paid for all hours worked in excess of eight (8) hours in one (1) day at the rate of time and one-half the employee's regular rate of pay. Employees working ten (10) hours per day four (4) days per week shall receive overtime for all hours in excess of ten (10) hours in one (1) day. During a state of emergency declared by the State, County or City or during inclement weather response employees will receive double overtime (2.0x) for all time worked after ten (10) twelve (12) consecutive hours.

*Example: Employee works for 14 consecutive hours, from 6am to 8pm. Employee will receive 1.5x rate for two hours and 2.0x rate for four hours.*

Employees will receive double (2.0x) time rate for hours worked on holiday Sundays between Memorial Day and Labor Day.

Section J. A person on vacation may be eligible for scheduled overtime providing he submits in writing his eligibility to work ~~prior to going out on vacation.~~

Section P. Compensation time accrual shall be limited each year as follows:

Up to 240 hours permitted for 2024  
Up to 240 hours permitted for 2025  
Up to 200 hours permitted for 2026  
Up to 180 hours permitted for 2027 and thereafter

All comp time hours accrued and used in a given year shall be permitted to re-accrue in any given year to the maximum allowed for the next year.

Any hours not permitted to be accrued shall be paid in cash in conformance with the provisions of this contract. The City acknowledges it cannot change compensatory time accrual policies absent a negotiated agreement with the Union.

Any and all grievances filed by the Union relative to comp time shall be withdrawn upon full ratification of this contract.

All provisions of this section shall take effect the first pay period after ratification of the MOA by both parties.

## 6. Article XIX Insurance, Health and Welfare

For all calendar year 2024 no change. For the plan year effective January 1, 2025, the City shall provide medical and prescription benefits through Horizon Blue Cross Blue Shield (HBCBS). Employees shall be provided a plan providing benefits levels (i.e. co-payments,

coinsurance, deductibles, plan limits and maximums) which are to be comparable to the NJ DIRECT 2030 PPO plan in the SHBP, as previously provided by the City. The NJ Direct 2030 PPO comparable plan from HBCBS is the baseline plan. Any employee who elects a medical plan with a higher premium cost shall be responsible to pay the Chapter 78 contributions and any cost difference to the City between the select higher-premium plan and the Direct 2030 equivalent Plan. The City reserves the right to change insurance providers as long as the benefits are substantially the same.

The City shall provide employees with an eyeglass plan and dental plan, in effect as of 2023.

F. Employees retiring prior to twenty-five (25) years of service may continue with the City insurance programs at their own expense, as permitted by Law. Early retirees (retirees between age 55 and 65) shall receive the same benefits options as active employees. Medicare-eligible retirees shall receive Medicare Advantage benefits under the NJ SHBP or a plan that is equal to or better than the Medicare Advantage plans offered under the NJ SHBP.

I. Provide coverage for utilization of labs that are not within the HBCBS, with the condition that reimbursement for labs outside the HBCBS network will only be made in the event of a medical necessity, as per the order of the prescribing physician.

J. **Health Reimbursement Account (HRA):** In addition, the City shall provide each employee enrolled in the Direct 2030 Plan or lower cost premium plan offered under the State Health Benefits Plan through the City with a Health Reimbursement Arrangement (HRA). The HRA shall be accessible to the employee via the City providing to each employee an HRA card. The City shall provide benefits on the HRA Card to a maximum of ~~\$800.00~~ **\$1,000** for single coverage and a maximum of ~~\$2,000.00~~ **\$2,400** for family coverage per year with no accumulation of unused benefits.

1. The HRA Card shall not be permitted to be used for over-the-counter drugs/medication.

The HRA Card shall be permitted to be used by the employee and covered family members for covered:

- Medical expenses
- Co-Pays
- Co-Insurance
- Deductibles
- Prescriptions
- Vision
- Dental

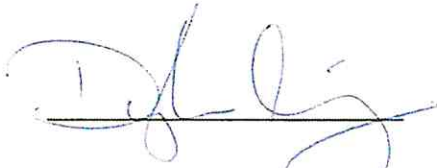
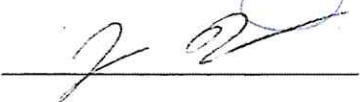
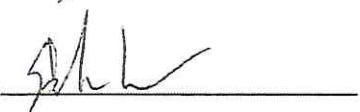
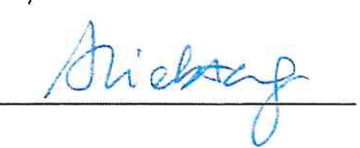
2. The HRA Card shall be provided by the City pursuant to the terms above for as long as the City provides employees are enrolled in Direct 2030 coverage and such HRA benefits

in the annual amount as specified above shall not change unless otherwise negotiated by the Parties.

**7. Article XXV Miscellaneous**

Section P. – Employees with CDL Tanker Endorsement shall receive \$1,300. Retain regular CDL stipend at \$1,000 (no tanker endorsement).

**FOR CWA:**

**FOR CITY:**

