

CITY OF CAPE MAY, COUNTY OF CAPE MAY, STATE OF NEW JERSEY

RESOLUTION NO. 129-03-2026

RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF CAPE MAY AND THE GOVERNMENT WORKERS UNION, MIDDLE MANAGEMENT UNIT, AND AUTHORIZING THE EXECUTION OF A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PARTIES COVERING THE PERIOD JANUARY 1, 2025 THROUGH DECEMBER 31, 2027

WHEREAS, the City of Cape May (the City) and Government Workers Union (the GWU) were parties to a collective bargaining agreement covering Middle Management employees employed by the City of Cape May, which expired December 31, 2024; and

WHEREAS, the City and GWU engaged in negotiations for an collective negotiations agreement; and

WHEREAS, the City and the GWU were able to reach a tentative Memorandum of Agreement (MOA) subject to City Council approval, a copy of which is attached hereto as EXHIBIT A and incorporated herein by reference; and

WHEREAS, the GWU has already approved the tentative agreement; and

WHEREAS, the Mayor and City Council reviewed and discussed the MOA between the City and the GWU at a closed session held on Tuesday, March 3, 2026; and

WHEREAS, the City Council desires to approve the MOA and incorporate the terms in a new collective bargaining agreement between the City of Cape May and Government Workers Union;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Cape May, County of Cape May, State of New Jersey, with the foregoing recital paragraphs incorporated herein, as follows:

1. The Recital paragraphs are incorporated as if fully set forth.
2. The City Council hereby approves the Memorandum of Agreement between the City of Cape May and Government Workers Union, representing Middle Management employees of the City of Cape May covering the period January 1, 2025 through December 31, 2027, a copy of which is attached hereto as EXHIBIT A and the Mayor and City Clerk are hereby authorized, directed and empowered to execute said Agreement on behalf of the City of Cape May as well as a final collective bargaining agreement incorporating such changes, subject to final editing as may be approved by City Manager and Labor Counsel.
3. The City Clerk is further authorized, directed and empowered to seal said Agreement with the seal of the City of Cape May.

4. This Resolution shall take effect immediately upon passage, according to law.

I, Brian Turner, Deputy City Clerk of the City of Cape May, County of Cape May, State of New Jersey, do hereby certify the foregoing is a correct and true original Resolution adopted by the City Council of the City of Cape May at a meeting held on March 3, 2026.


Brian Turner, Deputy City Clerk

Roll Call	Ayes	Nays	Absent	Abstain	Motion	Second
Meier	X					
McDade	X					
Bodnar	X					X
Baldwin	X				X	
Mullock	X					

cc: City Manager
Labor Counsel

**THE CITY OF CAPE MAY
AND THE GWU MIDDLE MANAGEMENT
MEMORANDUM OF AGREEMENT**

February 10, 2026

The City of Cape May (City) and the GWU Middle Management agree that this Memorandum of Agreement sets forth the material terms to be recommended for ratification by the City Council and the Middle Management membership:

1. **Contract Term:** A 3-year contract term from January 1, 2025 through December 31, 2027.
2. **Annual Salary Increases:** Salary increases shall be provided as follows:
 - **2025:** See Item No. 3 below.
 - **2026:** 3% (effective January 1, 2026)
 - **2027:** 3% (effective January 1, 2027)
3. **Employee-Specific Salary Items (effective January 1, 2025):** Employee salaries shall be increased as set forth below:

Supervisor Buildings and Grounds (L. Benstead):	\$109,000
Assistant Public Works Superintendent (W. Lindholm)	\$95,000
Chief Water Treatment Plant Operator (J. Mendo)	\$103,000
Sewer Repair Supervisors/Water Repair Supervisor (J. Smith)	\$91,000
Assistant Supervisor Public Works (F. McCloskey)	\$85,000
Assistant Supervisor Public Works (R. Heym)	\$85,000
Assistant Recreation Supervisor (D. Scheffler)	\$68,000
Program Coordinator – Special Events (R. Ertle)	\$75,000

4. Article 7.1; Holidays

Middle Management employees shall be entitled to fourteen (14) paid holidays. The following holidays shall be recognized:

- | | |
|----------------------------------|-----------------------------------|
| 1. New Year's Day | 8. Labor Day |
| 2. Martin Luther King Day | 9. Columbus Day |
| 3. President's Day | 10. Veteran's Day |
| 4. Good Friday | 11. General Election Day |
| 5. Memorial Day | 12. Thanksgiving Day |
| 6. Juneteenth | 13. Day after Thanksgiving |
| 7. Independence Day | 14. Christmas Day |

(holidays shall be observed on the Federally observed day)

5. Article 23; Stipends

A. Stipend for Water Treatment Licenses:

C-1/T-1/W-1 = \$800

C-2/T-2/W-2 = \$2,500

C-3 = \$3,000

***The increase from level one to level two to level three shall not be in addition to the lower level compensation but shall be in place of it. For example, if an individual holds a C-1 license (and receives \$800) and, thereafter receives a C-2 license, then the individual would be paid a total of \$2,500. Each type of license (C, T, W) shall each be eligible for the payment. For example, if an individual holds a C-1 and a T-1 license, the individual would receive a total of \$1,600. The amount shall be pro-rated for any portion of the year that the individual does not hold that license. Further, the employee shall NOT receive these incentive payments if the license is required for the employee to hold the job. In order to receive the stipend for the C-3 license, it must first be approved by the Water/Sewer Superintendent and the City Manager.**

B. CDL A and CDL B Stipend: \$1,500

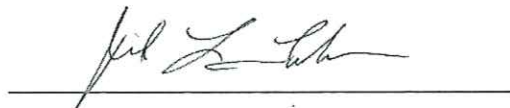
C. Stipends to be paid in first pay of December each year.

6. Recreation Center; Events Coordinator; Hours of Work.

The Director of Civic Affairs, Recreation, Tourism & Marketing, or their designee, shall oversee the hours of work of the Events Coordinator for the purpose of maintaining a more consistent work schedule, with regard to consecutive work hours and total weekly work hours. Convention Center employees shall work a schedule of five (5), eight (8) hour days per week. However, the City's obligations under this section shall be subject to and limited by the number of events scheduled and the job responsibilities of the Convention Center employees at the final discretion of Director of Civic Affairs, Recreation, Tourism & Marketing, or their designee.

7. Upon ratification of this Memorandum of Agreement by the City and the GWU Middle Management, the successor Collective Bargaining Agreement will be revised to reflect the above terms.

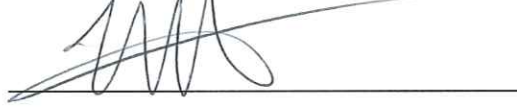
GWU Middle Management



Name: David Tucker, President

Date: February 17, 2026

City of Cape May, New Jersey



Name: Zachary Mullock

Date: 03/04/2026

