

**Monmouth County Board of County Commissioners**

Meeting Venue:

Date: Feb 26, 2026 - 1:30 PM

Location: Hall of Records  
 Court Room 2nd Floor  
 One East Main Street  
 Freehold, NJ 07728

Agenda: Resolution authorizing all County Departments to include a Project Labor Agreement in Public Works projects

Official Document #	Res# 2026-0199						
Meeting Date	02/26/2026						
Introduced Date	02/26/2026						
Adopted Date	02/26/2026						
Agenda Item	9						
COUNTY COMMISSIONER	PRES.	ABS.	MOVE	SEC	AYE	NAY	ABST.
Licitra	<		<		<		
DiRocco	<			<	<		
Kiley		<					
Anderson	<				<		
Arnone	<				<		

**CERTIFICATION**

I HEREBY CERTIFY THE ABOVE TO BE A TRUE COPY OF A RESOLUTION ADOPTED BY THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF MONMOUTH AT A MEETING HELD

2/26, 2026  
*Javara Brown*  
 CLERK OF THE BOARD

Administrator

RESOLUTION AUTHORIZING ALL COUNTY DEPARTMENTS TO INCLUDE A  
PROJECT LABOR AGREEMENT IN PUBLIC WORKS PROJECTS

WHEREAS, the County of Monmouth has a compelling interest in awarding public works contracts so as to ensure the highest standards of quality and efficiency at the lowest responsible cost; and

WHEREAS, a project labor agreement, which is a form of pre-hire collective bargaining agreement covering all terms and conditions of a specific project, can ensure the highest standards of quality and efficiency at the lowest responsible cost on appropriate public works projects; and

WHEREAS, project labor agreements can provide the County of Monmouth with a guarantee that public works projects will be completed with highly skilled workers; and

WHEREAS, project labor agreements can provide for peaceful, orderly, and mutually binding procedures for resolving labor issues without labor disruption; and

WHEREAS, project labor agreements can allow public agencies to predict more accurately the actual cost of a public works project; and

WHEREAS, the use of project labor agreements can be of specific benefit for complex construction projects; and

WHEREAS, Resolution No. 07-904 directed all County Departments to consider project labor agreements on a project-by-project basis for projects over the statutory threshold of five million dollars (\$5,000,000), where such agreements benefit the interest of the County of Monmouth, from a cost, efficiency, quality, safety, and/or timeliness standpoint; and

WHEREAS, P.L. 2025, c.327, signed into law on January 20, 2025, permits a municipality, county, school district, or fire district to include the use of a project labor agreement for a public works project that does not meet the total project cost established by N.J.S.A. 52:38-2 for public works projects, which is currently five million dollars (\$5,000,000); and

WHEREAS, the use of project labor agreements shall now be considered on a project-by-project basis where such agreements benefit the interest of the County of Monmouth, from a cost, efficiency, quality, safety, and/or timeliness standpoint, regardless of the total project cost.

NOW, THEREFORE, BE IT RESOLVED that the Monmouth County Board of County Commissioners authorizes the use of project labor agreements on a project-by-project basis.

BE IT FURTHER RESOLVED that County Departments may include project labor agreement in public works projects where it has been determined that such agreement will advance the County's interests of cost, efficiency, quality, safety, timeliness, skilled labor force, and labor stability.

BE IT FURTHER RESOLVED where it has been determined that a project labor agreement is appropriate for a particular public works project, the County Department that is responsible for implementing the project shall either (a) in good faith negotiate a project labor agreement, through the Office of the County Administrator, or (b) condition the award of a project manager or general contractor upon a requirement that such manager or contractor negotiate in good faith a project labor agreement with labor organizations.

BE IT FURTHER RESOLVED any project labor agreement with the County of Monmouth:

- a. Shall set forth effective, immediate and mutually binding procedures for resolving jurisdictional, labor disputes, and grievances arising before the completion or work;
- b. Shall contain guarantees against strikes, lockouts, or other similar actions;
- c. Shall standardize the terms and conditions of employment of labor on the public works project;
- d. Shall permit flexibility in work scheduling and shift hours and times;
- e. Shall ensure a reliable source of skilled and experienced labor;
- f. Shall further public policy objectives as to improved employment opportunities for minorities, women, and the economically disadvantaged in the construction industry;
- g. Shall permit the selection of the lowest responsible bidder, without regard to union or non-union status at other construction sites; and
- h. Shall be made binding on all contractors and subcontractors, of whatever tier, on the public works project through the inclusion of appropriate bid specifications in all relevant bid documents.

BE IT FURTHER RESOLVED that prior to determining to enter into a project labor agreement in connection with a public works project by the County of Monmouth, the Board of County Commissioners at a public meeting shall make findings on the record, setting forth the justification for use of the project labor agreement.

BE IT FURTHER RESOLVED that all County Departments are hereby ordered to ensure that all public works projects are implemented in a manner consistent with the terms of this Resolution.

BE IT FURTHER RESOLVED that this order shall take effect on February 26, 2026 and is intended to have a prospective effect only.

BE IT FURTHER RESOLVED that the Clerk of the Board shall forward a certified true copy of this resolution to all County Departments that implement public works projects.