

RESOLUTION NO. 2025-44

**RESOLUTION OF THE BOROUGH OF BAY HEAD
COUNTY OF OCEAN, STATE OF NEW JERSEY**

**MEMORIALIZING THE MEMORANDUM OF AGREEMENT AND
APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE BOROUGH OF BAY HEAD AND THE BAY HEAD POLICE
DEPARTMENT EMPLOYEES**

WHEREAS, the Agreement between the Borough of Bay Head ("Borough") and the Bay Head Police Department Employees ("Employees") expired on December 31, 2024; and

WHEREAS, the Borough and the Employees have engaged in ongoing negotiations to discuss and agree upon the terms and provisions of a successor Collective Bargaining Agreement ("CBA"); and

WHEREAS, the Borough and the Employees have heretofore agreed upon the terms of a successor CBA for the period January 1, 2025, through December 31, 2027, as set forth in a Memorandum of Agreement executed by the parties; and

WHEREAS, the Borough wishes to memorialize its approval of the terms and provisions of the successor CBA, the terms of which are incorporated by reference herein.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Bay Head that the Collective Bargaining Agreement between the Borough of Bay Head and the Bay Head Police Department Employees for the term January 1, 2025, through December 31, 2027, incorporated by reference herein, be and hereby is approved; and

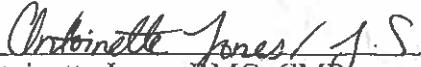
BE IT FURTHER RESOLVED that the Mayor, and the Municipal Clerk to attest, is authorized to execute the agreement between the Borough of Bay Head and the Bay Head Police Department Employees.

BE IT FURTHER RESOLVED that a certified copy of this resolution and the executed agreement be provided to the local PBA President, the Borough Administrator, the Chief of Police, and the Borough's Chief Financial Officer to take all appropriate actions so as to implement this Resolution.

BE IT FURTHER RESOLVED that a certified copy of this resolution and the executed agreement be provided to the New Jersey Public Employees Relations Commission as required by law.

CERTIFICATION

I, Antoinette Jones, RMC, CMR, Borough Clerk of the Borough of Bay Head, County of Ocean, do hereby certify the foregoing to be a true copy of a Resolution adopted by the Borough Council at a meeting of said Council held on January 2, 2025.



Antoinette Jones, RMC, CMR
Borough Clerk, Borough of Bay Head

Vote: Motion: Shaning; Second: Gates; Yes: Shaning, Cornell, Gates, MacPherson, and Jones

MEMORANDUM OF AGREEMENT BETWEEN

THE BOUGHT OF BAY HEAD

AND

THE BAY HEAD BOROUGH POLICE DEPARTMENT EMPLOYEES

This Memorandum of Agreement, made by and between the Borough of Bay Head, in the County of Ocean, a Municipal Corporation of the State of New Jersey (hereinafter called 'the Borough', and Bay Head Borough Police Department Employees (hereinafter called "the Department), represents the understanding between the Borough and the Department.

The parties recognize that the Collective Bargaining Agreement between the Borough and the Department expires on December 31, 2024. The respective parties have entered into negotiations and have reached an agreement on the modification of certain terms and conditions contained in the agreement that expires December 31, 2024. The terms and conditions that have been modified through negotiations are provided below. It is agreed by both parties that all other terms and conditions contained within the expired contract remain unchanged.

This Memorandum of Agreement is made with the understanding that final ratification and approval is required by the Borough Council (via resolution) and by the membership of the Department.

Article 17- Extra Duty and Outside Employment

The Chief of Police shall have the right to issue general orders concerning extra duty performed for outside contractors to ensure that public safety needs of the community are appropriately addressed and that such outside employment is carried out in accordance with applicable State rules and regulations.

Extra duty work performed for outside contractors, which assignments are undertaken at the sole option of the employee, shall be paid through the payroll system of the Borough. As of January 1, 2025, the general work rate is **\$100.00** per hour with the employer being permitted to subtract an administrative charge of \$15.00 per hour, netting the employee **\$85.00** per hour. If extra duty work is performed between 7:00 PM and 7:00 AM the work rates shall be **\$110.00** per hour, netting the employee **\$95.00** per hour. These rates may be adjusted by the action of the governing body, after receipt of written agreement to proposed changes from the Association, during the terms of this agreement, but shall not be adjusted in such a manner as to provide for a lower hourly payment to employees than is currently paid for extra duty work.

New Article- Detective Stipend

Detective will receive a \$1,000 stipend; Detective Sergeant will receive a \$1,200 stipend.

Article 6- Base Salary

B. Effective January 1, 2025, the annual base salary each of the following classifications, for employees hired January 1, 2026 or after, shall be:

14 Step guide with 4% raises over a three year contract.

Annual Base Salary- Supervisory Positions

C. Effective January 1, 2025, the annual base salary for the following classifications shall be:

\$10,000 between Top Patrolman to Sergeant, \$10,000 between Sergeant and Lieutenant, \$10,000 between Lieutenant and Captain base pay.

* Those officers at top Grade and Step shall still receive standard percentage raise as negotiated in current PBA contract.

EP SV

Bay Head Police Department

Borough of Bay Head

Det. S. Vaughn

Detective Sean Vaughn
Representative
Bay Head Police Department



Frank Pannucci
Borough Administrator

Dennis Shanning

Dennis Shanning
Council President