

BOROUGH OF MENDHAM
MORRIS COUNTY, NEW JERSEY

RESOLUTION #075-2025

**RESOLUTION AUTHORIZING BOROUGH ADMINISTRATOR TO SIGN SIDEBAR AGREEMENT WITH
THE PBA, LOCAL 384**

SIDEBAR AGREEMENT

THIS SIDEBAR AGREEMENT is hereby entered into this 24th day of March, 2025, by and between the **BOROUGH OF MENDHAM** (the "Borough") and **MENDHAM BOROUGH PBA, LOCAL 384** (the "Union").

WHEREAS, the Borough and the Union are parties to a collective negotiations agreement (the "Agreement") for the term of January 1, 2020 through December 31, 2026; and

WHEREAS, the Union represents all Patrol Officers and Sergeants employed by the Mendham Borough Police Department (the "Department"); and

WHEREAS, pursuant to State law, individuals seeking employment as a permanent law enforcement officer in any local jurisdiction who have not completed a certified police training course and who have not received a license to serve as a permanent law enforcement officer are required to serve a statutory probationary period; and

WHEREAS, the law and the Agreement do not address a probationary period for police officers who completed the certified police training and who transfer from law enforcement agencies in other municipalities to the Department; and

WHEREAS, the Borough has an established practice that all police officers who completed the certified police training course and transfer from law enforcement agencies in other municipalities to the Department serve a six (6) month probationary period; and

WHEREAS, the Borough and the Union are desirous of entering into this Sidebar Agreement to memorialize the current practice within the Department concerning such transferring officers.

NOW, THEREFORE, the parties hereto agree as follows:

1. Police officers transferring from other municipal law enforcement agencies to the Department who have already undergone a certified police training course, completed a probationary period of employment with another municipal jurisdiction, and who have obtained a license to serve as a permanent law enforcement officer shall be required to

serve a six (6) month probationary period upon their appointment as an employee of the Borough.

2. The parties hereby acknowledge and agree to incorporate into the Agreement the current practice within the Department as set forth in Paragraph 1, above, which requires the new police officer transferee to serve a six (6) month probationary test period upon their employment with the Borough. A probationary police officer may be removed at anytime within the six (6) month probationary period and are not afforded a hearing and can be removed without cause.
3. The parties hereby acknowledge and agree that, during such six (6) month probationary period, the employee shall be subject to all rules, regulations, policies, and procedures of the Borough and/or Department applicable to such probationary employees and all rules, regulations, and procedures set forth under the laws and regulations of the State of New Jersey applicable to such probationary employees.
4. The Agreement shall continue in full force and effect as presently written, modified only to the extent necessary under the terms set forth herein. Any portion of the Agreement not impacted or modified as set forth above shall remain unchanged and in effect.
5. The parties hereby acknowledge and agree that, upon mutual execution of this Sidebar Agreement, such Sidebar Agreement shall become part of the Agreement.
6. This Sidebar Agreement shall become effective upon the date on which all parties to the Sidebar Agreement have executed same.
7. This Sidebar Agreement shall not be effective until it has been ratified by the members of the Union and ratified by the Borough Council of the Borough of Mendham.

FOR PBA, LOCAL 384

FOR THE BOROUGH OF MENDHAM

UNION REPRESENTATIVE

JOYCE BUSHMAN,
BOROUGH ADMINISTRATOR

Dated: .

Dated:

This resolution shall take effect immediately.

Dated: March 24, 2025

ATTEST

BOROUGH OF MENDHAM

Lauren McBride, Acting Borough Clerk

James R. Kelly, Mayor